

Aruba Esso News

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Management Reiterates To IOWUA Officers Its Interest in Negotiating

In a discussion with IOWUA officers Sept. 28, management representatives E. C. Clarkson and J. E. Hughey strongly emphasized that the company shares the union's interest in an early start of negotiating a new collective working agreement.

The meeting grew out of an exchange of letters last week. The IOWUA advised the company Sept. 23 that it was giving notice of its wish to terminate the Collective Working Agreement Dec. 2, and at the same time proposed that a start be made on negotiation of a new CWA.

The company replied Sept. 25. Its letter pointed out that since it has not been legally established that the Board elected Aug. 26 has full legal authority to enter into agreements with the company, it follows that this Board may not have the authority to terminate the existing agreement. When the Board's validity has been established by whatever means, however, the company will recognize the fact that the present CWA will be terminated Dec. 2.

A feature of the meeting Sept. 28 with President F. L. Maduro, General Secretary C. Yarzagaray and Treasurer P. G. Brook was discussion of various means by which the company hoped to assist the Board in clarifying its status and speeding up the start of negotiations. Later investigation proved, however, that there is no substitute possible for the court action on which a decision is expected Oct. 7.

Meanwhile the company looks forward to as early a start as possible on negotiations for a new CWA. Lago recognizes the IOWUA as the sole bargaining agent. It also recognizes that a large number of members voted in the election that brought the present Board into office. These facts do not alter the legal question of the Board's status, however, and the company continues to believe that it cannot actually sign a new CWA until it has been determined whether the Board is legally entitled to sign for the IOWUA.

In an offer to help resolve this situation, management members told the union officers in a second meeting Oct. 1 that, if the court decision Oct. 7 favors the IOWUA Board, negotiations can begin immediately even if there is an appeal. Bargaining could then proceed in the hope that the legal question would be resolved in time to sign a CWA by Dec. 2.

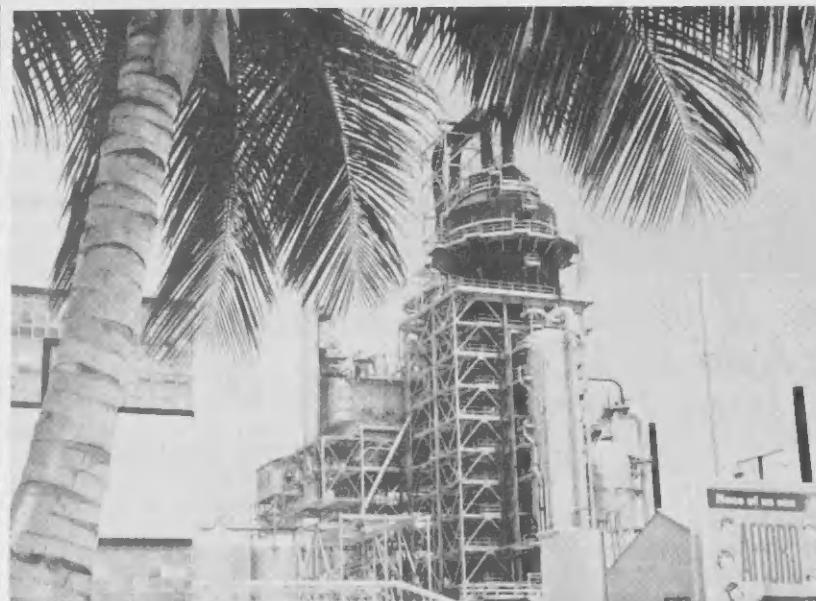
B. C. Clarkson Accepts Assignment in Argentina; Will Leave Mid-October

Assistant General Manager Burton C. Clarkson will leave Lago about mid-October preparatory to accepting an assignment in Buenos Aires with Esso, Sociedad Anónima Petrolera Argentina, effective Nov. 1. Mr. Clarkson has been a Lago director since his arrival April 1, 1962.

An employee of the Standard Oil Company (New Jersey) for thirteen years, Mr. Clarkson was transferred to Lago from the Baltimore (Maryland) Refinery, where he had been general manager. Prior to that he had been assigned to the Bayway (New Jersey) Refinery as assistant head of the chemical products department and head of the ethylene operation.

Mr. Clarkson's Jersey Standard career began in 1950 as a student engineer with Esso Research.

Mr. Clarkson was elected to Lago's Board of Directors to replace M. E. Fisk, present general manager of Antilles Chemical Company.



A TRANSFER line reactor will be added to the Cat Plant and three new towers will be placed in LEAR service as parts of a four and one-half million-guilder project which, when completed near the end of 1964, will enable Lago to improve product quality.

UN REACTOR lo worde agrega na e Cat Plant, y tres columna lo worde poni den sribishi di LEAR como parti di un proyecto cu lo costa cuater miljon y mei di florin. E proyecto aki, despues cu e ta completá na fin di 1964, lo haci posibel pa Lago mehorá calidad di su productonan.

Carpenter, Electrical and Instrument Crafts Will Move to Central Location

Craftsmen, offices and equipment are being moved in a project identified as Mechanical Shops consolidation. Involved are the Carpenter, Instrument and Electrical Shops and Zone 3, Machine and Metal Trades offices. Some moves have been made; others are still in the preparatory stages. When all moves are completed in February, 1964, the crafts will be centrally located.

The Instrument and Electrical Crafts, forming a major part of the move, will vacate their present, detached buildings. These buildings, located east of the LEAR area, are old and eventually will be removed. The two crafts will move into the carpenter area of the Main Shops. The lower level of the Carpenter Shop, or that area adjacent to the Machine Shop, will be used by the Electrical Craft. The upper area of the Carpenter Shop, or the loft area, will house the Instrument Craft. The moves of the two crafts are planned for the end of December or the beginning of January.

To make room for the Instrument and Electrical Crafts, the Carpenter Shop, in its entirety, will be moved to the west end of the Storehouse. The new location is the large wire-enclosed area formerly used for bulk storage, which is next door to the Paint Shop. The large sawdust collection and receptacle system has been removed from the present Carpenter Shop and set up at the new location in one of the first big equip-

ment moves.

The moves will increase efficiency and better the coordination of projects. It is logical that the Carpenter Shop be positioned alongside the Paint Shop. To have the Electrical and Instrument Crafts in the same building with the Machine and Metal Trades Crafts will afford immediate liaison between crafts and craftsmen.

The present Machine Shop office will soon become the central tool room for all the crafts in the Main Shops. The present system allowed each craft to have its own tool bin. The proposed central tool room will serve all crafts. The assistant zone supervisors located in the Machine Shop, Zone 3 and craft offices will have offices in the main Storehouse office. In fact, the Zone 3 offices have been moved. The old Zone 3 building — the green, block building which protrudes from the south side of the Main Shops — will be removed.

Craft trainers, who now have their offices on the second floor of the Instrument Shop, will move to the present Metal Trades offices.

Aimed At Product Improvement

Transfer Line Reactor and Three Towers Will Be Added to PCAR and LEAR Complex

The Cat Plant, LEAR and Low Octane Plant are currently the subjects of a project that will enable Lago to convert two million barrels of naphtha a year into heating oil, alkylate and fuel oil. The project, which will cost approximately four and one-half million guilders, is being undertaken as one of the continuous series of steps to upgrade Lago's products.

The project will include the addition of a reactor to the Cat Plant, revamping existing PCAR internal equipment, and revamping present towers and adding new ones to the LEAR network. When the project is completed late in 1964, all thermal pressure distillate will be processed at PCAR and LEAR thereby eliminating the need for the Low Octane Plant.

Economic factors influencing the change are forecasts that Lago's market for motor gasoline may decline even beyond present low levels. Indications are that sales outlet for low-quality thermal naphtha will be particularly difficult to obtain. Thermal naphthas produced are low quality materials, which are becoming increasingly difficult to sell.

Lago has embarked on the project of revamping its PCAR and LEAR equipment in order to increase production of materials most sought by the international market while reducing costly manufacture of hard to sell, low quality products. The project will better Lago's position competitively. The manufacture of low quality products not in great demand

will be replaced by the production of more marketable materials through further processing to raise product quality.

The reactor will be what is called a transfer line reactor. It is a vessel of moderate proportions, approximately twelve feet long with a fourteen-foot diameter, and will be added to existing PCAR facilities. Its installation will permit segregated cracking. Thermal naphthas will be directed into the PCAR reactor while gas oil will be fed into the transfer line reactor and then into the PCAR reactor. This affords maximum efficiency of operation by imposing optimum cracking severities on each stock.

Added to the LEAR network will be three towers. Actually, these towers, in effect, will replace those of the Low Octane Plant. The site of the proposed towers, all of medium height, has not been decided, but it will be adjacent to the LEAR installation. One of the project's considerations is consolidation of cracking operations, as is indicated by the project's identification CCNP, consolidation of cracked naphtha processing.

Reactor y Tres Columna Lo Worde Agrega na Agrupacion di PCAR y LEAR

Lago su Cat Plant, LEAR y Low Octane Plant e dianan aki ta suhontan di un proyecto, cual lo haci posibel pa Lago comberti dos miljon di barri di gasolin pa anja den zeta pa fogon, alkilato y combustible. E proyecto cu lo costa mas o menos cuater miljon y mei florin, ta parti di un serie continuo di pasonan pa

E proyecto ta inclui un reactor mas pa Cat Plant, cambionan di equipo interno di PCAR, cambionan di e columna nobo presente y tambe algun columna nobo pa e sistema di LEAR. Ora e proyecto ta clara na fin di 1964, tur destilacion bao di presion y na temperatura haulto lo worde haci solamente na PCAR y LEAR, y necesidad pa tin un low octane plant ta keda eliminá.

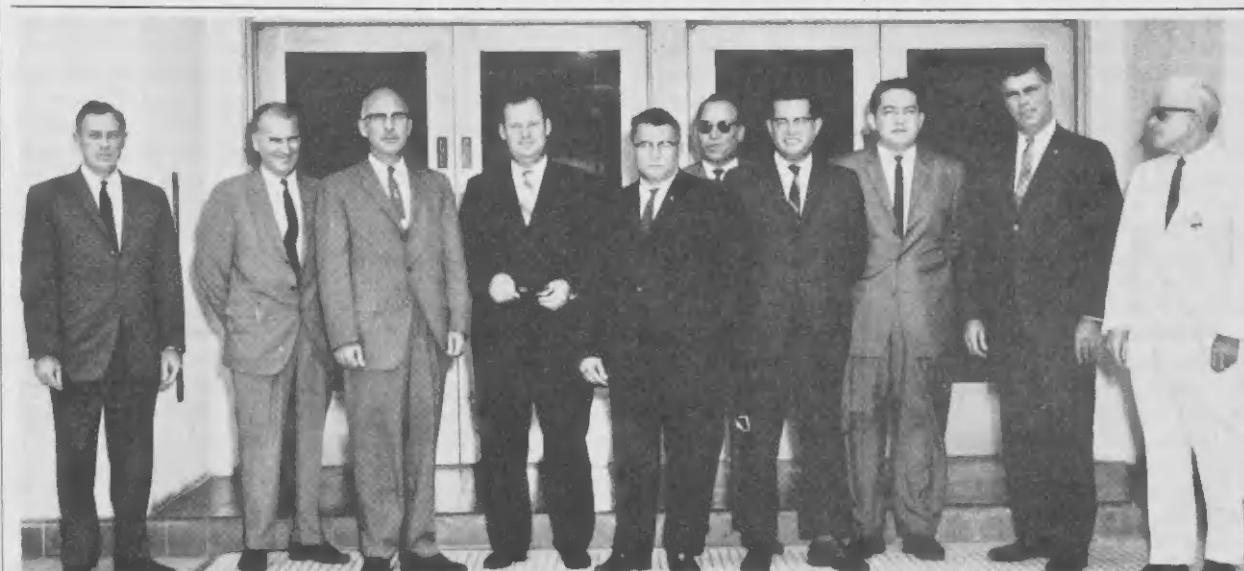
Factornan economico cual a influencia e cambionan aki, ta pronosticacion cu Lago su mercado pa gasolin lo baha mas abao cu e nivelnan di awendia cu ta basta abao caba. Indicacionnan ta cu benta di gasolin di poco calidad lo bira masha dificil. E gasolinan cu actualmente ta

worde produci ta producto di menos bon calidad y ta birando masha dificil pa hanja comprador pa nan.

Lago a decidi di haci e cambionan aki den su PCAR y LEAR pa subi produccion di productonan cu ta mas bendibel riba mercado petroliero internacional, y a la vez pa reduci produccion costoso di productonan di poco calidad cu ta dificil pa bende. E proyecto aki lo mehora Lago su posicion di competencia cu otro refineria. Productonan di poco calidad pa cual no tin muchu demanda, lo worde remplazá pa produccion di materialnan cu ta mas facil pa hanja bende pa nan, door di haci mas proceso pa aumenta calidad di e producto.

E reactor lo ta loka nan ta jama un transfer line reactor. Ta un aparato di dimension moderna, mas di menos diezdos pia largu y su han-chura ta diezcuater pia. Lo e bini cerca di e facilidadnan cu ta parti di e planta PCAR. Su instalacion lo haci posibel kraakmentu di zeta separad. Gasolinan lo worde dirigi pa e reactor di PCAR, mientras gas oil lo pasa pa e tuberia di transfer y despues di esey den e reactor di PCAR. Esaki ta haci cu operacion di e planta ta cu mas eficacia posibel, usando oportunidad pa kraak cada tipo di azeta bao di mejor condicion.

E sistema di LEAR lo hanja tres columna acerca esunnan cu tey caba. En realidad e columnanan aki lo reemplaza esunnan di low octane plant. Unda e columnanan nobo, cual ta di altura mediano, lo worde poni no ta decidi ainda, pero nan mester bini den becindario di e planta LEAR. Un di e consideracionan di e proyecto ta consolidacion di kraakmentu di zeta, manera inicialnan di e proyecto ta bisa: CCNP, esta consolidacion di kraakmentu di gasolin.



MEMBERS OF the Aruba Administrative Council were recent guests at Lago. Shown with Lago management, left to right, Island Secretary L. C. M. Kerstens, Lieutenant Governor O. S. Henriquez, and Aldermen I. S. de Cuba, A. Falconi, F. J. Tromp and G. A. Oduber.

MIEMBRONAN DI Bestuurscollege di Aruba recientemente tabata na un bishita na Lago. Huntu cu e gerente den Lago nos por mira, di robez pa drechi: Secretario Insular L. C. M. Kerstens, Gezaghebber O. S. Henriquez, y diputadonan I. S. de Cuba, A. Falconi, F. J. Tromp y G. A. Oduber.

ARUBA ESSO NEWS

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W. C. HOCHSTUHL, Editor

Christmas Tree Orders Will Close Oct. 31

Christmas tree orders from employees will be accepted from Oct. 1 to Oct. 31. As Christmas trees are not considered normal commissary stock, payment for trees will be handled as an independent payroll deduction.

Employees desiring to place an order may do so by signing a payroll deduction form which will be available at the Lago Commissary through Oct. 31. By signing the form, the employee agrees to accept a Christmas tree at the prevailing price.

Seis Empleado di Process Y Mechanical Ta Conclui Nan Carera na Compania

Seis empleado den Mechanical y Process ta concluyendo nan carera cu Lago. John C. Walker, Thomas H. Johnson y George E. L. Pole di Process y José D. Geerman, James N. Richardson y Alexander L. H. Hopman di Mechanical a jega na edad di pensione.

E empleadonan den Process Department tur tres tin mas cu binti anja di sirbishi. Sr. Walker lo bai banda di 1 noviembre despues di completa bintiun anja di sirbishi, tur cu Lago. El a cuminza na januari 1943 como apprentice operator den pressure stills. E mes anja ey el a bira assistant operator, y na agosto 1947 el a hanja promocion na puesto di operator. Na september 1955 Sr. Walker a recibi promocion pa assistant shift foreman in Catalytic & Light Ends. Na maart di e anja aki el a hanja promocion pa shift foreman.

Sr. Johnson lo a completa mas cu bintiseis anja di sirbishi ora e bai di Lago 1 januari 1964, haciendo uso di e plan optional pa pensioen tempran. El a cuminza traha cu ESSO Transportation, Stewards & Electrical Craft promer cu e pasa pa Process Department, como process helper C na mei 1937. Recibiendo varios promocion di fireman, houseman y levelman, na juni 1950 el a bira assistant operator.

E promer trabao di Sr. Pole tabata den Pipe Craft. Pero toch casi tur su carera el a pasa cu Acid & Edeleanu. El a recibi cinco promocion durante casi bintidos anja di sirbishi, y I october el a retira como controlman.

Sr. Hopman a start su carera cu Lago den Dry Dock na decembre 1938 como un obrero. Pasando pa siete promocion el a bira Dry Dock Mechanic A na agosto 1946. Na decembre 1954 nan a pasé pa Pipe Craft como pipefitter B. E anja siguiente el a hanja promocion como pipefitter A.

Sr. Richardson a bai cu pensioen 1 october. Mayoria di su tempu cu Lago el a pasa cu departamento di Stewards, recibiendo cuater promocion den su carera cu Lago. Su ultimo trabao tabata janitor den Yard.

Dia Sr. Geerman bai for di Lago 1 decembre, lo el a completa casi 17 anja di trabao. Sr. Geerman n eligi pensioen tempran optional. Durante su empleo cu Lago, el a traha den storehouse, carpinteria, paint, mason.

Oficina di Ontvanger Ta Habri Merdia

Atencion ta worde yamá pa e oranan di Oficina di Ontvanger na San Nicolas. E oficina ta habri di Dialuna te Diabernes for di 9 a.m. te 1 p.m. y for di 2 te 3 p.m. Ariba Diasabra e oranan ta di 8:30 te 11 a.m.

Di importancia particular pa empleadonan di Lago ta e hecho cu e Oficina di Ontvanger ta habri durante e ora di merdia — for di 12'or di merdia te 1 p.m. — mas tanto pa convenencia di empleadonan di Lago.

Six Employees - Three Mechanical, Three Process Complete Lago Careers

Six men from the Mechanical and Process Departments are completing their Lago careers. Reaching retirement are John C. Walker, Thomas H. Johnson and George E. L. Pole of the Process Department and Jose D. Geerman, James N. Richardson and Alexander L. H. Hopman of the Mechanical Department.

The Process men are all twenty-year men. Mr. Walker will leave about Nov. 1 after completing twenty-one years of service, all at Lago. He started in January, 1943, as an apprentice operator in the Pressure Stills. That same year he became assistant operator, and in August, 1947, he was promoted to operator. In September, 1955, Mr. Walker was promoted to assistant shift foreman in Catalytic and Light Ends. He was promoted to shift foreman in March of this year.

Mr. Johnson will have completed



J. C. Walker



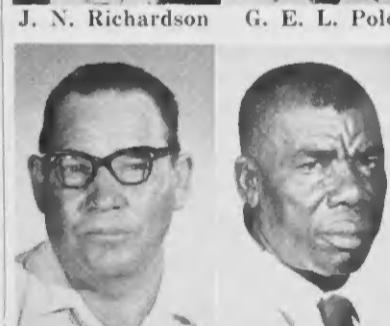
T. H. Johnson



J. N. Richardson



G. E. L. Pole



J. D. Geerman



A. L. H. Hopman

over twenty-six years when he leaves Lago Jan. 1, 1964 on Optional Early Retirement. He was employed by ESSO Transportation, Stewards and Electrical Craft before joining the Process Department as a process helper C in May, 1937. He was promoted through the fireman, houseman and levelman categories before becoming assistant operator, his present position, in June, 1950.

The original employ of Mr. Pole was in the Pipe Craft. His service, however, is almost entirely in the Acid and Edeleanu Plant. He received five promotions during his nearly twenty-two years of service, and retired Oct. 1 as a controlman.

Mr. Hopman began his Lago career in the Dry Dock as a laborer in December, 1938. He was promoted seven times and became a Dry Dock mechanical A in August, 1946. In December, 1954, he was transferred to the Pipe Craft as a pipefitter B. The following year, he was promoted to pipefitter A, the position he held when he left Lago Oct. 1.

Mr. Richardson retired Oct. 1. The majority of his Lago employ was with the Stewards, and during his Lago tenure he received four promotions. His last assignment was janitor in Mechanical-Yard.

Nearly seventeen years of employ



THE MECHANICAL Shops consolidation places the Instrument and Electrical Crafts in the area occupied by the Carpenter Craft. The latter will be moved to the Storehouse area near the Paint Shop and formerly used for bulk storage.

CONSOLIDACION DI Mechanical Shops ta pone edificacion di Instrument y Electrical den espacio ocupa door di carpinteria. Carpinteria mes lo muda pa e sector di storehouse, banda di paint shop, cual antes tabata na uso pa bulk storage.

Carpinteria, Electrical y Instrument Crafts Lo Muda pa Locacion Central

Artesanónan, oficinanan y equipo ta mudando di un parti pa otro den un proyecto identifica como consolidacion di mechanical shops. E proyecto ta toca carpintánan, instrument shop y electricistanan den Zone 3 y oficinanan di Machine and Metal Trades. Algun di e mudamentonan ya a tuma lugar caba; otro ta pendiente den varios fase di mudamento. Ora tur e mudamentonan keda completá na Febrero 1964, tur artesanónan a keda concentrá na un punto central.

E artesanónan di instrument y electrical, kendenan ta un parti mayor di e mudamento, lo sali for di nan edificacion cu actualmente ta separá for di otro. E edificacion aki, cu ta keda pariba di e sector di LEAR, ta bieu caba y nan lo worde kitá for di e lugar caminda nan ta pará.

E dos gruponan di artesano aki lo muda pa e parti di Main Shops caminda carpinteria ta. E parti abao di carpinteria, esta e parti cu ta keda banda di machine shop, ta bai pa uso di Electrical Craft. E parti abao di carpinteria, esta e parti di zoider, ta bai pa Instrument Craft. E dos grupo di artesanónan aki lo muda na fin di decembre of na cuminzamentu di januari.

Pa traha lugar pa e gruponan di instrument y electricista, carpinteria lo bai en tal den e parti pabao di storehouse. E lugar nobo destina pa carpinteria ta e tereno grandi cerca eu waya, antes usá pa bulk storage, y ta keda banda di paint shop. E baki grandi pa colecta poeiroe di zaag actualmente banda di carpinteria lo worde kitá eyfor y pasá pa su lugar nobo, y esey ta un movementu di equipo grandi cu mester tuma lugar.

E mudamentonan aki lo mehora eficiacia den trabao, y facilitá coordinacion di varios projecto. Ta logico

B. C. Clarkson A Acepta Puesto na Argentina; Lo Bai di Aki Pronto

Assistant General Manager Burton C. Clarkson lo laga Lago meime di Oktobre proximo. Cuminzando 1 de noviembre el a acepta un puesto cu ESSO, Sociedad Anónima Petrolera Argentina, na ciudad di Buenos Aires. Sr. Clarkson tabata un di e gerente nan di Lago desde cu el a jega Aruba 1 di aprile 1962.

Despues cu el a traha dieztres anja cu Standard Oil Company (New Jersey) Sr. Clarkson n pasa pa Lago. E tempu ey e tabata traha na Baltimore, estado Maryland, como gerente di e refinaria eynan. Promer cu esey e tabata traha na Bayway, estado New Jersey, como hefe suplente di departamento di productonan quimico, y hefe di e departamento di productonan ethylene.

Sr. Clarkson a cuminza su carera cu Standard Oil na anja 1950 como un ingeniero estudiante den sirbishi di ESSO Research, investigacion científica.

Ei a worde eligi como gerente di Lago, pa reemplazá Sr. M. E. Fisk, kende actualmente ta gerente di e compania Antilles Chemical na Aruba.

will be completed when Mr. Geerman leaves Lago Dec. 1. Mr. Geerman has chosen Optional Early Retirement. During his employ, he worked in the Storehouse, Carpenter, Paint and Mason Crafts. He has received six promotions, and is presently a mason helper A.

cu mester pone carpinteria banda di paint shop. Awor cu e artesanónan di electricidad y di instrument ta den e mes edificio cu esnan di machine & metal trades, por tin contacto directo entre e organizacion di e artesanónan y e trahadornan directamente.

Oficina di machine shop lo bira pronto un central tool room, caminda artesanónan di Main Shops por hanja nan herment. E sistema actual tabata permiti cada profesion di tin su mes hokki di herment. E central tool room nobo lo sirbi tur e profesionnan. E assistant zone supervisors actualmente den machine shop, Zone 3 y oficinanan craft, lo tin den futuro nan oficina den storehouse su oficina. En realidad ya nan a muda oficina di zone 3. E edificio bieu di zone 3 — un edificio berde traha di bloki di cement pa zuid di main shop — lo worde kitá eyfor.

E artesanónan na training, kende awor tin nan oficina den segundo piso di instrument shop, lo muda pa oficina actual di metal trades.

Seminar in Economics Announced for Period Of Nov. 18 to Dec. 13

Dr. Warren C. Robinson, assistant professor of economics at The Pennsylvania State University, will conduct an economics seminar at Lago from Nov. 18 to Dec. 13. The eight-session seminar will treat economic systems and orders as basic essentials, and will deal with specific systems as they apply to countries.

Contemporary capitalism in the United States is one topic. The pure economics of a planned economy is another and is followed by the experience of planned economy in the Union of Soviet Socialist Republics. Market socialism in Poland and Yugoslavia will be discussed. Also to be inspected will be the basic economic and political structure of the totalitarian capitalism of Germany's Third Reich.

Two groups will be enrolled for the seminar. One group will meet Monday and Wednesday evenings beginning Nov. 18, and the second group will convene on Tuesday and Thursday evenings beginning Nov. 19. Sessions will be held in the Administration Building.

Enrollment forms are available at the Industrial Relations Department Training Division. They also may be found on the bulletin boards at the General Office Building, Administration Building, Marine Office, Storehouse and Zone 1 Office.

Prior to his present assignment at The Pennsylvania State University, Dr. Robinson served as economist for the Outdoor Recreation Resources Review Commission, Economic Projections Study of the National Planning Association, and Conference on Economic Progress.

The thirty-five-year old economist also served as an assistant professor of economics at George Washington University.

Meetings, Questions And Answers Provide

Affiliation Elsewhere

Q — Why was the OCAW voted out at Baytown?

A — The main reasons for the independent union victory at Baytown last June were reported as:

Failure of OCAW to live up to glowing promises it made in 1959 concerning wage increases, job security and other matters.

OCAW's continued and growing identification with long and costly strikes, such as the 354-day strike at Shell's Houston Refinery.

Harassment of the Baytown local OCAW officials by international union representatives. Their interference in local union affairs antagonized union members, including the Baytown union president, who resigned in protest.

In its campaign literature, the Baytown independent union said this, and, by implication, why the workers no longer wanted OCAW to represent them:

"This union is dedicated to the proposition that a strike is not a good weapon, or at this time even an effective weapon in the oil refining industry."

"Our negotiations will be done by our fellow employees and not by an international representative responsible to Denver (the headquarters of the OCAW)."

Also, the Baytown workers apparently couldn't see paying an increase in dues from \$2 to \$5 a month because of an expected increased assessment by the international union.

Q — Why did employees at Baytown vote for OCAW in 1959?

A — The independent union lost out in 1959 because:

Baytown workers were seeking additional job security, and thought an affiliated union might be able to achieve more restrictions on how the refinery was manned.

Officials of the Baytown independent union at that time were reported to be paying too little attention to the problems of the members and too much attention to internal union politics and perquisites.

Baytown management failed to communicate adequately either to the union or to employees about manpower reduction. Management "lost touch" and employees felt management really didn't care what kind of union represented the employees.

Q — What is Jersey's experience in dealing with affiliated unions elsewhere?

A — Since Jersey affiliates operate world-wide, their experience involves dealing with all kinds of unions — independent, national and international. While Jersey's preference for dealing with independent unions is well known, affiliates throughout the world deal successfully with other kinds of unions if they are chosen by employees to represent them. As with any other employer with a successful record of employee relations, the Jersey record is based primarily on a policy of paying good wages and benefits, and a practice of seeking solution to mutual problems through mutual consultation.

The experience of Jersey affiliates is that, while any union can keep the company on its toes concerning maintenance of good wages and benefits, the practice of arriving at mutual solutions through mutual consultation is least likely to work where:

The union is influenced in its relations with the company by considerations of politics.

The union bargains on an industry-wide or nation-wide basis and is not free to arrive at agreements based solely on consideration of the workers it represents.

The union is represented at the bargaining table by outsiders who don't know local problems and people.

Q — Is it correct that refineries where they have independent unions generally pay better wage rates than those with affiliated unions?

A — This has been true in the past. It applies equally to other industries. There is a simple explanation for it.

Where a company pays high wage rates and provides comparable benefits and working conditions, there is little reason for a union to seek affiliation and the "power plays" that are a part of affiliation. Furthermore, the international unions generally prefer standardization of wages and wage increases rather than separately negotiated wage settlements in different plants.

John L. Lewis, president of the United Mine Workers, was invited to address the membership of the Bayway independent union to explain the possible advantages of affiliation to them. He reportedly admitted at this meeting that the international union could not offer much incentive for the Bayway workers to join UMW in terms of getting better wages and benefits. The main advantage in getting the Bayway union to affiliate with UMW would be that Bayway rates and benefits could be used as standard for other UMW local unions to shoot for.

Government

Q — What is the government's attitude on affiliation?

A — Lago has made no inquiry to the government, nor has any viewpoint been offered by the government to Lago. Past experience indicates that the government is officially neutral on the subject and would neither encourage nor discourage a union in deciding on affiliation.

Questions Asked By Employees

These are questions about affiliation asked by employees during the recent management member meetings conducted by General Manager F. C. Donovan and Industrial Relations Manager J. V. Friel. The material on these pages is presented objectively and is intended solely to provide background information. It neither criticizes nor applauds; it relates facts, understandings and past experiences.

The government has an obvious interest in the maintenance of labor peace, and would undoubtedly view seriously any development which threatened its effort to attract new industries.

Job Security

Q — Does the company have a manpower objective which can be announced?

A — It is not possible for Lago or any other refinery to predict its manpower requirements on a long-range basis. It is impossible to accurately predict possible changes in the volume and kinds of products Lago will be called upon to supply; changes in the kind and number of processing units needed to supply them; competition from refiners which may introduce new needs for investment or efficiency; unforeseen technological changes.

For these reasons, reasonably firm predictions of manpower requirements can only be made for one to two years in advance. In the management information sessions last May, President W. A. Murray stated that Lago's manpower requirements were expected to decline about 7% in 1963 and probably by the same approximate amount in 1964. Lago started the year with 3667 employees actively on the payroll. Management's prediction earlier this year was that we will have approximately 3400 employees at the end of 1963 and approximately 3150 at the end of 1964. Aug. 1, 1963, there were 3459 employees actively on the payroll.

(These figures are based on total separations from the company for all reasons — retirement, resignation, discharge, voluntary and involuntary lay-off. It is impossible for an individual employee to relate manpower predictions to his own situation since a surplus of employees does not exist in many work units.)

Q — What are the prospects for new industry coming to Aruba?

A — Although numerous inquiries have reportedly been made by potential investors, it is not known whether any sizable new industries are presently planning to commence operations here.

In contacts with such individuals, though, their interest in investing and providing jobs in Aruba has in all cases been based on three assumptions — reasonable taxes, a stable government, and peaceful labor relations. If any of these three factors were not reasonably certain, it would make the job of attracting new industries here a lot harder.

Q — Have affiliated unions been able to achieve a greater degree of job security?

A — No refinery is known where an affiliated union has been able to "save" or "make" more jobs than were needed to operate the refinery. Experience among Jersey's domestic refineries is that manpower reductions have been necessary and have taken place regardless of the kind of union they had. For instance:

The Baton Rouge, Louisiana, refinery has an independent union. A reduction of 400 jobs was announced in January.

The Baytown, Texas, refinery eliminated about 500 jobs early this year, when the OCAW still represented Baytown workers.

The Shell refinery at Pasadena, Texas, has an OCAW union. 433 jobs have been eliminated during the past year.

Gulf Oil's refinery at Toledo, Ohio, announced a manpower reduction of 22% early this year. In four years they have reduced manpower about 40%. The Gulf workers are represented by OCAW.

The Shell refinery at Norco, Louisiana, laid off 242 employees following settlement of a strike by the OCAW union earlier this year.

It seems pretty obvious that the kind of union that represents a refinery's workers has little or nothing to do with determining how a refinery is manned. Any refinery that does not man itself competitively would probably soon reach the point where there would be no union — because there would be no refinery.

Q — Is it true people can't be laid off under the Venezuelan contract?

A — In the contract negotiated this year, there is a provision that the oil companies will not lay off more than 2% for each year the contract continues. Thus, if a company had 5000 employees, it could not lay off more than 100 a year; but this would not limit further reduction through retirement, resignation, etc.

Several factors should be recognized, though, in considering whether such a provision could be applied in

Affiliation Background

Aruba. (a) There is no requirement for any Venezuelan oil company to retain the same number of men (less 2%) in any specific operation area. For instance, Creole is substantially reducing its manpower in Eastern Venezuela. They will be given the choice of moving to another part of Venezuela where Creole operations are not being reduced, or of accepting a termination settlement. Amuay refinery is free to reduce manpower as much as it needs to remain competitive. Again, surplus manpower can be offered jobs in other parts of Venezuela.

Lago obviously does not have any location except the Aruba refinery in which to employ people.

(b) The Venezuelan oil industry has many branches — producing, exploration, refining, marine, marketing. A reduced need for refinery manpower in Venezuela may be offset by new producing or exploration activities requiring additional manpower. Except for a small amount of marketing, Lago has only one business — oil refining.

(c) Venezuela has the oil. Losses in one branch of the business can potentially be made up by profits in other branches. Lago must make a reasonable return on the investment in its only operation — oil refining — if it is to survive in the competitive refining industry.

Affiliation Here

Q — Would Lago's costs go up if the IOWUA affiliated?

A — They would if affiliation caused labor difficulties which affected our production or required uneconomic concessions. Insofar as normal collective bargaining is concerned, it is doubtful that affiliation would make any difference. Lago's rule of thumb has always been to arrive at settlements with the IOWUA and its predecessors which would be at least as generous as those we would be willing to make with any other kind of union. The results show up in the current CWA which is without a superior in the Netherlands Antilles. Costs per employee practically always go up as the result of bargaining a new CWA. Management's problem is to keep overall costs in line with our ability to remain competitive.

If affiliation resulted in labor difficulties that stopped our production, Lago would not be the only loser. The loss to employees, the Aruba community and the government would be approximately Fls. 130,000 a day.

Q — What would Lago workers lose if they affiliate?

A — In day-to-day terms of the CWA, it is doubtful that they would lose anything. Lago would expect to bargain in as good faith with an affiliated union as with an independent union. Any worthwhile union wants and tries to get "more" for its members. Lago workers, it is felt, will insist on a good CWA, whoever represents them.

From the long-range standpoint, though, we think Lago workers stand to lose their independence of action if affiliation takes place. Situations are almost certain to occur in which "union solidarity" is expected of an internationally affiliated union. International union representatives regularly reply to Lago's concern on this point by stating that "the international union movement may in no case put aside the autonomy of the local trade union." They also point out, as did a recent international union visitor, that non-affiliated unions sometimes join international actions out of solidarity considerations.

This is Lago's real concern. The invitation to take part in international solidarity actions is always there, and that the strike is the main weapon of the international unions. Lago's management must be free to decide the refinery's operation solely in terms of the best course of action for Lago, its employees and the Aruba community. Lago believes the union representing its workers must be free to operate and decide for itself on the same basis. Lago workers, it is felt, will lose this freedom of decision if their union affiliates with an international.

Q — Won't the affiliation issue arise later on even if it doesn't succeed now?

A — Probably. The strategy of the international unions is based on the normal political tactic of selecting a popular issue, blaming the independent union for whatever is "wrong" and promising to make everything "right" if they are elected. Lago's vulnerability to the affiliation issue is no different than that of other refineries which have independent unions. For example, at Humble's Bayway Refinery, the OCAW has been involved in three elections versus the independent union, in 1957, 1960 and 1963. Although the independent union has won each time, it can be assumed the OCAW will try again some time in the future.

Q — Are the employees known who are the "hard core" working for affiliation?

A — A number of employees have openly identified themselves as leaders in the effort to achieve IOWUA affiliation with an international union. The company has made no attempt — and plans none — to single out employees who support affiliation as individuals. Strong as Lago's preference is for independent unionism, all employees are protected in the right to their individual viewpoints by the company's stated labor policy, that is, "No discrimination because of membership or non-membership in any society, church, fraternity or labor organization."

Q — Are outside organizers involved in the current affiliation issue?

A — Since the international unions have most to gain if the IOWUA affiliates with them, it can be assumed they are actively assisting in the current drive. International union representatives visit Aruba and have established contacts here. Lago does not know of any organizer who is being paid specifically for the job of organizing an affiliated union at Lago as was done in 1955, when the AFL-CIO assigned one of its organizers (David Sternback) to Aruba for that purpose.

Q — Is the affiliation issue real or is it just a threat to achieve some other objective?

A — So far as Lago employees are concerned, this probably won't be known unless and until a referendum on affiliation takes place. But as far as the international unions are concerned, there is no question the affiliation issue is "for real." For example, if there were some simple solution to the question of job security, this would eliminate job security as an issue related to affiliation.

The international union groups would simply seek some other popular issue — or even create one — to keep the question of affiliation alive. Particularly since the total number of workers enrolled in the internationally affiliated unions has tended to level off (and even decline in the U.S.), the international unions themselves are out "looking for business." This has resulted in fierce union jurisdictional struggles in the U.S., and CLASC and ORIT are in active competition against each other in Latin America to sign up new members.

Q — Would an affiliated union prevent contracting out work?

A — Lago doesn't know of any unions, affiliated or otherwise, which have been successful in preventing the use of contractors in oil refineries. There are some basic reasons for this. First there is some work that obviously can only be done by contractors because of their specialized experience and equipment. The major part of Lago's contract work is in this category, such as construction and modernization jobs. Some service or maintenance work is also contracted out because of its non-continuous or non-plannable nature, or simply because the work does not involve skills and training necessary to operate a refinery. Partly because of Aruba's relatively isolated location, however, Lago contracts out considerably less work of this kind than major refineries elsewhere, where it is becoming increasingly common to contract such jobs as unit turnarounds.

Affiliation - General

Q — How can affiliation be bad if all Jersey companies are "affiliates"?

A — In looking at affiliation, whether it is a company or a union, consider two things — the purpose of the affiliation and what results from it.

The purpose of Lago's affiliation with Standard Oil Company (N.J.) is pretty obvious. Without the parent company, there probably wouldn't be a Lago. It is the parent company that supplied the initial capital to build Lago, that provided additional capital when needed (Lago did not start paying dividends to its owners until 1946); that makes operating knowhow and research available to us, and that sets standards by which each affiliate operates. The purpose of Lago affiliation with Jersey provides a satisfactory means for the parent company to invest in oil refining in Aruba. Through this affiliation everybody benefits — Lago, Aruba and Lago employees. If Lago ever became an unsatisfactory investment, certainly the parent company would have no incentive to continue operating the refinery. Lago employees have only to consider their pay, benefits and working conditions to recognize the benefits of affiliation with a company that encourages this kind of sharing with its employees.

The purpose of the international unions in seeking to affiliate the IOWUA with them is to become bigger and more powerful in order to accomplish their international objective. Unfortunately, while this objective is good, that is, to improve the lot of workers everywhere, the means by which they seek to achieve it tend to be those of conflict rather than cooperation with employers. It seems clear that conflict would have damaging results for Lago, for Aruba and for Lago employees.

Affiliation is a good thing if its purpose and its results are good. Affiliation is not a good thing if its purpose and its results would not be good for all concerned. The benefits derived from Lago's affiliation with Jersey are obvious. There has been no evidence that international union affiliation could be beneficial to Lago or Aruba. This kind of affiliation, Lago believes, could have damaging results.

Q — Why have independent unions elsewhere decided to affiliate?

A — Actually independent unions don't affiliate with an international organization very often. Independent unions find they can arrive at agreements as good or better than those negotiated by internationally affiliated unions, and with far fewer strikes in the process. So most independent unions avoid the potential conflict which affiliation can introduce. More frequently, an internationally affiliated union "takes over" from an independent organization, as the OCAW "took over" at Baytown in 1959.

Where either kind of union affiliation takes place, it is likely to be for one or more of the following reasons : (a) Existence of a problem which the independent union leaders have been unable to solve, and which the members hope may be solved through international affiliation. (In this connection, a recent article in the periodical "Labor Trends" is of interest.)

"All across the country union members are deeply bothered by problems, and by the inability of their union leaders to do much to correct them. This is one cause for the mistrust of union members for officers — a mistrust that carries all the way from local to international levels.

"The fruits of this attitude are ripening on all sides in all unions. Elections of local officers have largely been completed for this year. The general outcome has been a dizzying wave of defeats for incumbents. Newcomers have flocked into office. This makes bargaining problems. The newcomers have promised movement, action, results.

"One might well expect, therefore, a darkening labor landscape ahead. One might expect really intensified demands for worker and job security, pushed by agents intent on making a showing in their first bargaining."

(b) Access to financial and technical resources of the international unions, which are admittedly far greater than those of independent unions. In the U.S., the Teamster union uses this as one of its major organizing appeals to independent union groups — the availability of the Teamster's "war chest" to finance strikes of its affiliated local unions.

(c) The interest of union leadership in the opportunity international affiliation provides for travel, for participation in meetings with other union leaders, and for individual advancement and recognition in the international union movement.

(d) The failure of management through voluntary cooperation with the independent union to provide the status the union desires in dealing with affairs of mutual concern. A union and its leadership which feels it is dealing with an autocratic, non-cooperative management is likely to seek international affiliation so management "co-operation" can be forced through the use of union power.

(e) Dissatisfaction with the independent union leadership, when the leadership is not active enough in the members' interest or appears to be mainly concerned with its own perquisites and position. Where this occurs, an opposition leadership is likely to develop which promises change, and one of the most convenient changes is from independence to international affiliation. The international unions are always on the alert for this kind of situation.

Q — Can a union break away from affiliation if it wants to?

A — Apparently it can, although it isn't very easy. More frequently workers simply decide to form a new independent union to represent them, as was done at Baytown this year. International unions try to avoid this at all costs because of the damage to their prestige as well as loss of membership. In some cases in the United States, particularly in the coal and steel industries, refusal to affiliate or efforts to break away from affiliation have resulted in physical violence to the persons, families and property of independent-minded union members.

Q — Where do the international unions get their money?

A — From dues and assessments on the members of the local unions. Typically, at a recent OCAW convention the delegates decided to increase the monthly payment to the international from \$2 to \$2.55 a member. OCAW in turn pays a per capita membership fee to the AFL-CIO. A survey earlier this year among nine refineries in the Houston, Texas, area showed that the average OCAW dues are \$7.50 per month, apart from special assessments for strike funds and other purposes.

Such groups as the ICFTU are supported by contributions from the big national unions. An idea of the scope of these contributions is indicated by a recent news report that the AFL-CIO has cut its regular contribution to the ICFTU by 40%, from \$1,275,000 to \$765,000 a year.

Recognition

Q — Will the CWA remain in effect if the IOWUA affiliates?

A — Yes. Even if the IOWUA were dissolved, the company would be obligated to observe the terms of the present CWA until it expires. Article XI of the National Ordinance of May 12, 1958, Regulating CWA's provides : "Dissolution of an association which has concluded a CWA shall have no influence on the rights and obligations resulting from that agreement."

Q — Will Lago continue to recognize the IOWUA as sole bargaining agent for our workers if it affiliates?

A — Under Articles I of the CWA, the company is obligated to recognize the IOWUA as sole bargaining agent for our covered employees for the duration of the agreement. Continued recognition as sole bargaining agent after the CWA expires would depend on whether the IOWUA continued to represent the choice of a majority of covered employees for representation purposes.

Q — Would company recognition of IOWUA affiliation depend on the number of employees who vote for affiliation?

A — A decision on union affiliation would presumably be made by the IOWUA membership in accordance with whatever procedure is established in the union's constitution and bylaws. The number of employees voting under such a procedure would have no bearing on the company's obligation under the CWA to recognize the IOWUA as sole bargaining agent for our covered employees for the duration of the agreement. It is a reasonable assumption, however, that the company's continued willingness to recognize the IOWUA should it affiliate would depend on whether a majority of our covered employees desired to be represented by such an affiliated union.

Referendum

Q — What are the voting requirements for a referendum on affiliation?

A — The draft bylaws of the IOWUA originally provided that affiliation could only take place as the result of an affirmative vote of two thirds of the entire membership. It is understood that the bylaws have been amended to provide that the question of affiliation can be decided by a simple majority of union members voting in a referendum called for that purpose.

Strikes

Q — Could the refinery be run if there were a strike?

A — This would obviously depend on all kinds of circumstances, so the answer is not known.

Jack Knight, president of OCAW, recently proposed that his union and the companies with which it deals try to find some other way of settling disputes than by striking. This was undoubtedly the result of OCAW's 1962 experience, which proved that strikes are not only costly to union members, but generally do not stop operations. The record of OCAW refinery strikes in 1962:

One Shell refinery was struck for 354 days, involving 2200 employees. The refinery operated at 100% capacity during the strike.

Five Mobil refineries were struck for periods ranging from 15 days to 205 days. The smallest refinery employed 160 people, the largest employed 470. Mobil reports that operations continued at "practically full" capacity in four of the refineries.

One Cities Service refinery employing 200 people was struck for two days and shut down.

One Gulf refinery was struck for 72 days, involving 3800 employees. The refinery operated at 60% capacity.

All the strikes were on the issue of job security. The OCAW admits that none of them solved the problem.

Relations With IOWUA

Q — To what extent does the company finance the IOWUA?

A — The company does not contribute to or finance the IOWUA either directly or indirectly, nor has it ever done so in the past, except by providing time off with pay for Board members to conduct union business.

In August, 1961, as a gesture of cooperation and goodwill, and in recognition of the limited finances of the IOWUA as a new organization, the company offered the IOWUA Board members time off with pay on the following basis :

"Although the Company considers that pay for time off the job on Union business other than dealings with Management should be the responsibility of the Union and not of the Company, it is recognized that at the present time the finances of the IOWUA probably do not permit this.

"Therefore, for a period of one year commencing August 3, 1961, the Company is willing to grant time off the job with full pay to the president and general secretary of the IOWUA.

"The Company considers that in this way it can make effective and reasonable contribution to the initial ability of the IOWUA to organize and function efficiently.

"Other Board members will be relieved of their regular job duties with full pay each Monday, if they are scheduled to work on that day, for purposes of dealing with Management and such other business as the IOWUA may wish to transact on that day."

This offer was accepted by the IOWUA Board at that time. In December, 1961, management agreed to provide the same time off privileges for the duration of the CWA executed at that time. (The Board members elected in the IOWUA election on Aug. 15, 1963, receive time off with pay on exactly the same basis, and are entitled to do so for the duration of the CWA.)

Q — Did Lago pay Ritfeld's expenses for his U.S. trip?

A — Not a penny. Lago's only involvement — and the only request Ritfeld made to Lago — was to grant him the 10 weeks' vacation he had accrued as of May, 1963, as well as a 4 weeks' unpaid leave of absence as provided in Article XVI — Section 9 of the CWA. Ritfeld's action in electing to take vacation to cover his absence made it possible for another IOWUA Board member to be granted full time off the job with pay as acting president.

It is understood that any expenses for which Ritfeld was reimbursed were paid by an organization called the American Institute for Free Labor Development.

Preguntanan Y Contestanan Ta Duna Informacion Tocante Afiliacion

Afiliacion Cu Sindicato Na Otro Parti Di Mundo

P — Pakiko empleadonan a vota pa retirá for di refinaria di Baytown e sindicato di empleadonan petroliero, quimico y atomico?

C — E motibonan principal pa victoria di e sindicato independiente na e refinaria di Baytown na juni di e anja aki a worde reportá asina:

E sindicato OCAW a fracasa den cumplimento cu su promesanan resonante haci na 1959 en cuanto na subimento di sueldo, seguridad di tene bo trabao y otro asuntonan.

OCAW, continuamente y cu mas y mas frecuencia tin relacion cu welganian lenguaje y costoso, como por ehempel welga di 354 dia na refinaria di compania Shell na Houston, Merca.

Representantanan di sindicatonan internacional tabata molestia masha duru e dirigentenan local di OCAW. Nan mishimento den asuntonan puramente local di e sindicato a pone cu hopi miembranan di e sindicato local a crie rabiya riba nan, incluyendo e presidente di e sindicato na Baytown cu a tuma su retiro como protesta contra tal accion.

Den su literatura di campanja e sindicato independiente na Baytown a bisa esaki, y tambe, pa motibo cu tur hende por comprende, pakiko e empleadonan no tabata kier pa OCAW representa nan mas:

"E sindicato independiente aki ta firmemente combenci cu un welga no ta un bon arma, y awendia ni sikiera un arma efectivo den un refinaria di zeta."

Representacion di nos interesnan cu compania cu ta duna nos trabao lo worde haci pa nos companjeronan di trabao, y no pa un representante internacional cu ta responsabel pa su accionnan na e oficina principal di OCAW na stad di Denver".

Tambe cu e trahadornan na Baytown no tabata mira pakiko nan mester paga contribucion mensual cu lo worde hizá for di \$2 pa \$5 pa luna, pa via di un aumento den e cantidad cu e sindicato internacional ta exigi pa nan paga.

P — Pakiko e empleadonan na refinaria di Baytown a vota na 1959 pa trece OCAW den e planta?

C — E sindicato independiente a perde eleccion na 1959 pasobra:

E trahadornan di Baytown tabata busca mas seguridad di tene nan trabao, y nan tabata kere cu un sindicato cu afiliacion internacional por a alianza mas restriccion riba e manera di compania di duna hende trabao den su refinaria.

E dirigentenan di e sindicato independiente na Baytown e dianan ey segun nan ta bisa tabata duna muchu poco atencion na problemanan di miembranan di nan sindicato. Nan tabata preocupa nan di mas cu politica interno di e sindicato y otro detalje sin importancia.

E gerentenan di refinaria di Baytown a neglissa na un manera comprensibel, sea na e sindicato of na empleadonan, pakiko mester a kita hende for di trabao. Gerencia di e refinaria a "perde contacto" y empleadonan mes tabata bao di impresion cu e gerentenan no tabatin ningun clase di interes ta cual sindicato ta representa nan empleadonan.

P — Ki experiencia compania Standard Oil di New Jersey tin den su asuntonan cu sindicatonan afiliá cu otro sindicato na diferente lugar?

C — Ya cu e cantidad di companianan cu ta asociá cu Esso di New Jersey tin planta den tur parti di mundo, nan experiencia ta exili pa nan tin asunto cu tur sorto di sindicato — independiente, nacional y tambe internacional. Aunque tur hende sabi cu Jersey ta preferá di tin di haber cu sindicatonan independiente, su companianan asociá den tur parti di mundo ta traha cu exito cu otro tipo di sindicato si empleadonan seche nan pa representa nan cerca compania. Y manera ta e caso cu cualquier otro patron cu tin un reputacion di bon exito den su relacionnan cu empleadonan, reputacion di Jersey ta basá den promer lugar riba un sistema di paga bon sueldo y beneficio, y e practica de busca solucion pa problemanan mutuo door di consultacion mutuo.

Experiencia cu e companianan asocia cu Jersey tin ta, cu mientras cualquier sindicato por tene compania bon alerto pa mantene bon sueldo y bon beneficionan, e practica di jega na solucion pa problemanan mutuo mediante consultacion mutuo tin masha poco chens di resulta bon caminda:

Glossary Of Names

- OCAW — Oil, Chemical and Atomic Workers
- IFPW — International Federation of Petroleum Workers
- IOWUA — Independent Oil Workers Union of Aruba
- CWA — Collective Working Agreement
- CLASC — Latin American Confederation of Christian Unions
- ORIT — Inter-American Regional Organization of Workers
- ICFTU — International Confederation of Free Trade Unions
- AFL-CIO — American Federation of Labor-Congress of Industrial Organizations

E sindicato ta sufri bao di influencia di asuntonan puramente politico den su relacionnan cu compania.

E sindicato ta tratando cu compania riba base di tener un industria of di tener un nacion, y e sindicato no ta liber di sera contract cu ta basá exclusivamente riba interesnan di e trahadornan cu e ta representa.

E sindicato sinta na mesa cu compania y e ta representa pa hendenan di afor cu no tin ningun idea di problemanan y hendenan local.

P — Ta berdad cu e refinarianan ta paga mihor sueldo generalmente ora nan ta trata cu sindicato independiente cu ora nan ta trata cu sindicatonan cu afiliacion internacional?

C — Esey den pasado tabata berdad. Y esey ta aplicabel tambe na otro industriana. Tin un simpel splicacion pa esey:

Caminda un compania ta paga sueldonan haltu y beneficijan comparabel y tin bon condicion di trabao, tin masha poco motibo pa un sindicato di bai busca afiliacion internacional y tuma parti den e "amenazanan cu uso di poder" cu ta un parti di afiliacion.

Fuera di esey e sindicatonan internacional generalmente ta prefera sueldonan y subimentonan di sueldo standard. Nan ta prefera esey riba un areglo tocante sueldo cual negosha separadamente den diferente refinaria.

John L. Lewis, presidente di e United Mine Workers, a recibi invitacion pa dirigi palabra na e sindicato independiente di Bayway. Nan a pidie pa splica nan ta cual ventaha afiliacion internacional por tin pa nan. Nan ta reporta cu na e reunion ey el u admiti cu e sindicato internacional no por ofrece hopi animacion na e trahadornan di Bayway pa nan bira miembro di UMW, den e sentido cu nan lo hanja mihor sueldo y mas beneficio. E ventaha principal di hanja e sindicato di Bayway su afiliacion cu UMW por tabata cu e sueldonan cu nan ta paga na Bayway por a worde usá anto como un obheto pa otro sindicatonan exigi e mes sueldonan cu ta worde pagá na Bayway.

Gobierno

P — Kiko ta opinion di governo tocante afiliacion internacional?

C — Lago no a puntra governo pa su opinion, y tam poco governo no a duna Lago di comprende com nan ta pensa riba e punto aki. Experiencia di Lago den pasado ta cu oficialmente Gobierno ta neutral den e asunto aki. Nan lo no conseha ni desconseha ningun sindicato riba afiliacion. Ta claro pa tur hende cu Gobierno ta interesá den mantencion di paz den trabao, y no tin ningua duda cu nan lo considera como masha serio cualquier eos cu pasa cu ta menazá nan esfuerzonan di trece industria nobo pa Aruba.

Seguridad Di Tene Bo Trabao

P — Compania tin un cifra di e cantidad di hende cu lo keda na trabao, y nos por sabi kiko e cifra ta?

C — No ta posibel pa Lago, y tampoco pa ningun otro refinaria pronostica leu den futuro cuantu hende lo e tin mester pa trabao den refinaria. Ta imposibel pronostica precies posible cambionan den cantidad y tipo di productonan cu nos clientenan ta deseja pa nos entrega na nan; cambio den e tipo y e cantidad di plantanan di refinacion cu nos tin mester pa traha tal producten; competencia di parti di otro donjo di refinaria, cual por causa necesidad pa inverti mas placa de pereura pa mas eficiencia den trabao; cambionan den ciencia tecnica, cu nos no sabi com nan ta tuma lugar.

Pa e motibonan ey pronosticacion razonablemente seguir tocante e cantidad di hende cu Lago mester na trabao por worde haci solamente un anja of dos anja delantá. Durante e reunionnan di informacion na luna di mei di e anja aki, Presidente W. A. Murray a bisa cu segun nan por mira awor, e cantidad di hende cu Lago mester na trabao lo baha cu 7% durante anja 1963, y probablemente cu e mes porcentaje na anja 1964.

Lago a cuminza e anja aki cu 3367 empleado activamente riba su payroll. E pronosticacion duná tempran den e anja aki ta cu nos lo tin 3400 empleado na fin di 1963. Na fin di anja 1964 Lago lo tin 3150 empleado. Dia 1 di agustus 1963 tabatin 3459 empleado activamente riba payroll.

(E cifranan aki ta basá riba e cantidad total di empleado cu a sali for di sirbishi di Lago pa tur motibo, pensioen, ontslag tumá pa e empleado mes, empleado kitá for di trabao, layoff voluntario of layoff cu compania mes a duna. No ta posibel pa un empleado individualmente relaciona e cantidad di empleado necesario cu su mes situacion, pasobra no tin hopi seccion di nos planta caminda tin hende di mas na trabao.)

P — Ki chens tin pa industriana nobo bini Aruba?

C — Aunque segun informacionnan cantidad di personanan interesá pa haci inversion na Aruba a pidi informacion, no ta conocí si algun industria grandi nobo actualmente tin plan pa cuminza traha aki na Aruba.

Sinembargo den contactanon cu tal individuonan cu por bin inverti capital na Aruba, nan interes di inverti capital y traha oportunidad pa empleo na Aruba den tur casonan

Preguntanan Haci Door Di Empleadonan

E preguntanan aki tocante afiliacion internacional a worde haci door di empleadonan, durante e reunionnan di miembranan di gerencia di Lago, cual a worde tení recientemente pa General Manager F. C. Donovan y Industrial Relations Manager J. V. Friel. Loke ta parce den e paginanan aki ta worde presenta objetivamente, y ta destino solamente pa duna informacion di loke ta tras di e topico di afiliacion. E no ta critica ni ta aplaudi e asunto; e ta duna hechonan, comprendementunan y experiancian di pasado.

tabata basá riba tres suposicion, y tabata esakanan: lasting razonabel, un gobierno firme, y relacionnan di paz cu obreronan. Si qualquier di e tres factornan aki no ta razonablemente seguir anto, e trabao di hanja industriana nobo pa Aruba lo bira hopi mas dificil.

P — Sindicationan afiliá a logra di hanja mas seguridad di tene bo trabao?

C — Ningun refinaria ta conoci caminda un sindicato cu afiliacion internacional a logra di "salba" of "traha" mas trabao cu tabatin mester pa haci un refinaria funciona. Experiencia den refinarianan Americano di Jersey Standard ta muestra cu reduccion di cantidad di trahadornan tabata necesario y e reduccion a tuma lugar, y no tabata importa ta cual tipo di sindicato nan tabatin den e refinaria particular ey. Por ehempel :

E refinaria di Baton Rouge den estado Louisiana tin un sindicato independiente. Na januari nan a kita 400 hende for di trabao.

Na Baytown, estado Texas, e refinaria a cancela 500 trabao na cuminzamentu di e anja aki, mientras ainda OCAW tabata representa e obreronan di Baytown.

E refinaria di Shell na Pasadena, estado Texas, tin un sindicato afilia cu OCAW. 433 trabao a worde cancelá den curso di anja pasá.

E refinaria di Gulf Oil na Toledo, estado Ohio, a anuncia na cuminzamento di e anja aki cu nan lo kita 22% di trahadornan. Den cuater anja di tempu nan a reduci 40% di trahadornan. E trahadornan di Gulf tin OCAW pa representa nan.

E refinaria di Shell na Norco, estado Louisiana, a kita 242 empleado for di trabao, na fin di un welga cu e sindicato OCAW a proclama na cuminzamento di e anja aki.

Tur hende por mira sin hopi esfuerzo cu e tipo di sindicato cu ta representa e trahadornan tin masha poco of noda mes di haci cu decision di cual manera e cantidad di obreronan cu un refinaria mester, ta worde determina. Qualquier refinaria cu no ta percura pa tene cantidad di obreronan na trabao di tal manera cu e por competi, pronto lo yega na e punto cu no tin sindicato mas, pasobra nan no por tin refinaria tampoco.

P — Ta berdad cu hende no por worde kitá for di trabao segun e contrato cu nan tin na Venezuela?

C — Den e contrato riba cual nan a jega na un acuerdo na cuminzamento di e anja aki tin un provision, cu e companianan di zeta lo no kita mas cu 2% di trahadornan pa cada anja cu e contrato ta keda na vigor. Asina ta si e compania tin 5000 trahador, e no por kita mas cu 100 cada anja. Pero e condicion aki no ta limita mas reduccion di trahadornan pa motivo di pensioen, ora nan mes pidi nan retiro, layoff voluntario etc.

Varios factor mester worde tumá na cuenta ora nos pensa cu un tal provision por worde poní na practica aki na Aruba. (a) No tin ningun exigencia pa ningun compania Venezolano tene e mes cantidad di trahadornan (menos 2%) den qualquier operacion of teritorio especifico. Por ehempel, actualmente Creole ta kitando gran cantidad di trahadornan den e parti oriental di Venezuela. Nan lo recibi e chens pa sea muda pa algun otro parti di Venezuela caminda Creole tin planta cu no ta kitando hende, of di recibi un liquidacion financiero. E refinaria di Amuay ta liber pa kita hende for di trabao asina tantu cu ta necesario pa por keda competi. Atrobe, esnan cu ta di mas ta hanja oferta di trabao na otro parti di Venezuela. Tur hende sabi cu Lago no tin ningun otro lugar sino e refinaria di Aruba caminda e por duna trabao na trahadornan.

(b) E industria petrolera di Venezuela tin hopi sucursal den varios parti di e pais, por ehempel nan tin pos di zeta, nan ta buscando pos nobo, nan ta refina, nan tin nabeacion y trabao maritimo, nan tin departamento di bendementu. Ora ta necesario pa kita hende for di e departamento di refinacion, anto na Venezuela e hendenan ey por hanja trabao si acaso e sucursalan caminda tin pos of cu ta buscando pos nobo mester di mas hende. Cu excepcion di un cantidad chikitu di bendementu di su productonan, Lago tin solamente un negoshi — esta refina azeta.

(c) Venezuela mes tin su zeta. Ta posibel pa balanza perdida sufri den un sucursal di su negoshi cu ganashinan den otro sucursalan. Lago mester logra un ganashin razonabel riba su inversion den su unico negoshi — esta refina zeta — si e compania ta deseja de keda na bida den un competencia fuerte cu otro compania cu ta refina tambe.

Afiliacion Internacional Aki

P — Si IOWUA decidi di afilia, anto gastunan di Lago lo subi?

C — Nan lo subi si afiliacion internacional causa dificultadnan den asunto di obrero, cual ta afecta nos produccion of ta exigi concesionnan cu no ta economico pa nos refineria. Tocante discussionnan colectivo, ta di duda cu afiliacion ta haci algun diferencia. Reglanan basico di Lago semper tabata di jega na un acuerdo cu IOWUA y e representantenan anterior, cual ta por lo menos mes generoso cu nos tabata dispuesto di haci cu cualquier otro sorto di sindicato. Hende por mira e resultadonan di e manera di obra aki, den e actual combenio colectivo di trabao. No tin ningun mihor cu esaki den Antilja Hulandes. Gastunan pa cada empleado casi semper ta subi como resultado di negosha un combenio colectivo di trabao. E problema pa nos gerencia ta di tene gastunan general asina abao, cu nos por keda competi cu otro refinadornan.

Si afiliacion internacional causa dificultadnan den asunto di obrero cu lo para nos produccion, Lago lo no ta e unico cu lo perde. E perdida na empleadonan, e comunidad Arubano y gobierno lo ta mas o menos Fls. 130,000 pa dia.

P — Ki tempu probablemente IOWUA lo busca afiliacion?

C — Nos ta comprende cu algun miembro di IOWUA a papia cu representantenan di sindicato internacional toante afiliacion antes cu e di promer reunion general di miembranan di IOWUA cu a worde teni na Juni.

P — Kiko trahadornan di Lago por perde si acaso nan afiliia?

C — Den sentido di e condicionnan cu ta den e combenio colectivo di trabao (e contract), ta di duda cu nan lo perde algo. Lago ta dispuesto sinta na mesa di discussion y trata cu un sindicato afiliia cu e mes buena fe cu nos lo a trata cu un sindicato independiente. Cualquier sindicato cu tin su valor ta desea y ta trata di hanja "mas" pa su miembranan. Nos ta kere cu empleadonan di Lago lo insisti pa hanja un bon combenio colectivo di trabao, no ta importa ken ta representa nan.

Sinembargo, pensando mas aleu cu awe so, nos ta kere cu empleadonan di Lago ta riska di perde nan independencia di obra, si acaso nan afilia. Ta casi sigur cu lo tin situacion den cual "solidaridad di sindicatonan" (esta cu nan mester ta di acuerdo cu otro sindicato) lo ta ser exigi di un sindicato cu afiliacion internacional. Representantenan di sindicatonan internacional regularmente ta contesta Lago su preocupacion riba e punto aki bisando "e movimiento internacional di sindicatonan nunca mester pusha un banda autonomia di e sindicato di obreronan local". Nan ta jama atencion tambe riba e punto aki, manera poco dia pasa un bishitante di un sindicato internacional a bisa tambe, cu sindicatonan cu no ta afilia tin bez ta afilia nan mes cu sindicatonan internacional pa motibonan di solidaridad.

Y net esey ta e preocupacion real di Lago. E invitacion pa tuma parti den accionnan di solidaridad internacional semper ta presente, y cu ta welga ta e principal arma di sindicatonan internacional. Gerencia di refineria di Lago mester ta liber pa decidi operacion di su refineria solamente den sentido di cual ta e mihor curso di accion pa Lago, su empleadonan y e comunidad Arubano. Lago ta kere cu e sindicato cu ta representa su obreronan tambe mester ta liber pa obra y decidi pa su mes riba e mes base. Nos ta kere cu e trahadornan di Lago lo perde e libertad aki di decision, si nan sindicato afilia cu un grupo internacional.

P — Nos lo sigi frenta e asunto di afiliacion aki, aunque nan no tin exito awor?

C — Probablemente. Estrategia di un sindicato internacional ta basa riba e tactica politica comun di scohe un asunto cu ta di interes pa un y tur, tira falta riba e sindicato independiente di tur loke "no ta bon", y haci promesa di "pone tur cos na orde" si nan sali eligi:

E risconan cu Lago ta core den asunto di afiliacion internacional, no ta diferente di esnan di otro refineria cu tin sindicato independiente. Por ehempel na e refineria di Humble na Bayway, e sindicato internacional OCAW a competi den tres eleccion contra e sindicato independiente na 1957, 1960 y 1963. Aunque e sindicato independiente a gana tur tres bez, nos por kere toch cu OCAW lo haci esfuerzo pa gana eleccion futuro.

P — Ta conocí cual gruponan di empleado ta forma e "centro militante" cu ta traha na fabor di afiliacion internacional?

C — Un cierto cantidad di empleadonan a muestra abiertamente cu ta nan ta actua como lidernan den e esfuerzo pa alcanza cu IOWUA lo afilia cu un sindicato internacional. Compania no a haci ningun esfuerzo — y tampoco e no tin intencion di haci ningun — pa trata di un manera diferente e empleadonan cu como individuo ta na fabor di afiliacion internacional. Maske com fuerte Lago su preferencia ta pa sindicatonan independiente, tur empleadonan ta goza di proteccion di nan derecho di por tin un punto di bista individual bao di Lago su procedimiento fiho cu su trahadornan, esta "No tin discriminacion pa motibo cu un empleado ta of no ta miembro di un sociedad, iglesia, fraternidad of organizacion obrero".

P — Tin organizador di afor di Aruba mezcla den e asuntu di afiliacion internacional cu nos ta frenta awenda?

C — Puesto cu ta e sindicatonan internacional ta esnan cu ta bai gana mas si IOWUA afilia cu nan, nos por

asumi cu nan ta asistiendo activamente den e esfuerzo coriente. Representantenan di sindicatonan internacional ta bishita Aruba y nan a establece contacto cu algun persona biba aki. Lago no sabi di ningun organisador cu ta worde pagá especificamente pa trabao di organisá un sindicato afiliia na Lago, manera nan a haci na anja 1955, tempu cu AFL-CIO a manda un di su organizadornan (David Sternback) Aruba especialmente pa haci e trabao ey.

P — E asunto di afiliacion aki, e ta un cos di berdad of ta nada mas cu un amenaza pa alcanza un otro asunto?

C — Asina leu cu ta toca empleadonan di Lago, probablemente nos no lo sabi te dia un referendum riba afiliacion tuma lugar, si acaso e tuma lugar. Pero asina leu cu ta toca sindicatonan internacional, no tin ningun duda cu e asunto aki di afiliacion ta realidad sigur. Por ehempen, si tabatin un solucion simpel pa e problema di seguridad di tene bo trabao, esaki lo a kita e asunto di seguridad di tene bo trabao for di caminda manera un problema cu ta relaciona cu afiliacion.

E gruponan di sindicato internacional simplemente lo busca un otro pregunta popular — y hasta fabrica un — pa tene e asunto di afiliacion na bida. Particularmente awor cu e cantidad di trahadornan cu ta miembro di e sindicatonan internacional tin tendencia di no bira mas (y hasta bira menos den Estados Unidos), e sindicatonan internacional mes ta "buscando negoshi". Resultado di e esfuerzo aki di hanja mas miembro a resulta na Merca den peleanan masha fuerte tocante cual sindicato por traha na cierto fabrica, y tambe CLASC y ORIT ta competi duru cu otro na America Latina pa hanja miembro nobo pa nan sindicatonan.

P — Un sindicato internacional por evita cu compania ta laga contratista haci cierto trabao den planta?

C — Lago no sabi di ningun sindicato, afilia of no, cu tabatin exito den prevencion di uso di contratistanan den refineria di zeta. Tin algun motivo fundamental pa esaki. Pa di promer tin cierto trabao cu ta solamente contratista por haci pasobra nan tin experiencia y aparatonan especializada. E mayor parti di e trabao di contract na Lago ta cai den e categoria aki, manera e obranan di construccion y modernizacion. Tambe algun trabao di mantencion y di servicio ta bai pa contratistanan pasobra e trabaonan ey no ta obra continuo of cu por worde planeá di antemano, of simplemente e trabao ey no ta exigi e habilidad y entrenamiento cu ta necesario pa haci un refineria funciona bon. Y di un parti tambe pasobra Aruba ta keda na un lugar relativamente isolá den mundo, Lago ta duna hopi menos trabao na contratistanan cu otro refinerianan grandi na otro parti di mundo. Den tal refinerianan ta birando mas y mas costumber pa contrata hasta un trabao manera turnaround di plantanan.

Afiliacion - En General

P — Com afiliacion por ta malu, mientras tur companianan di Standard Oil di Jersey ta "compania afiliia"?

C — Ora nos mira e palabra afiliacion, sea di un compania of di un sindicato, nos mester pensa dos cos : e motivo pa afiliacion y consequencianan di afiliacion.

E motivo cu Lago tin di ta afiliia cu Standard Oil Company of New Jersey hende por mira masha cla. Sin e compania cu ta donjo di Lago probablemente lo no tabatin Lago. Ta e compania donjo a percura pa e di promer capital cu Lago tabatin mester pa traha su refineria. Ta e mes donjo a duna mas capital te dia Lago por a cubri su mes gastunan (y esey Lago por a haci no mas promer cu anja 1946), cual compania donjo ta pone conocemento, experiencia y investigacion cientifico na nos disposicion, y ta pone reglanan com cada di su companianan mester traha. E motivo di afiliacion di Lago cu Jersey ta duna un medio satisfactorio pa e compania donjo inverti placa den refinamentu di zeta na Aruba. Y di e afiliacion aki tur hende ta hiba beneficio, Lago, Aruba, empleadonan di Lago. Si algun dia Lago bira un inversion cu no ta satisfactorio, anto sigur e compania donjo no tin motivo pakiko sigi e refineria aki na Aruba. Tur loke empleadonan di Lago mester haci ta di mira nan sueldo, beneficionan y condicionnan di trabao pa nan por reconoce e beneficionan di afiliacion cu un compania cu ta propaga e manera aki di traha, esta di parti frutanan di negoshi cu su empleadonan.

E motivo pakiko e sindicatonan grandi kier pa IOWUA afilia cu nan ta pa nan mes bira mas grandi y mas poderoso, pa nan por alcanza nan obhetonan internacional. Desafortunadamente, mientras e proposito aki ta bon — esta di mehora destino di trahadornan tur caminda — e metodanan cu nan ta usa pa alcanza loke nan kier tin e tendencia di ta mas parti metodo di conflicto y no metodanan di cooperacion cu e donjonan di planta. Ta comprensible cu conflicto por tin resultado di danjo pa Lago, pa Aruba y pa empleadonan di Lago. Afiliacion ta un cos bon si su proposito y su resultado na bon. Afiliacion no ta un cos bon si su propositonan y su resultado na bon pa esnan cu tin di haber cu né. Tur hende ta mira masha cla e beneficionan cu ta sali for di Lago su afiliacion cu e donjonan di Esso Jersey. No tabatin ningun prueba cu afiliacion cu sindicato internacional acaso por ta bon pa Lago of pa Aruba. Lago ta kere cu e tipo di afiliacion aki por tin resultado na ta causa danjo.

P — Pakiko sindicatonan na otro parti di mundu a dici di afilia?

C — En realidad sindicatonan independiente no ta afi-

lia cu frecuencia na un organizacion internacional. Sindicatonan independiente ta hanja cu nan por jega cu e donjonan na un combenio cu ta mes bon of mihor cu esnan alcanza pa sindicatonan cu afiliacion internacional, cu hopi menos welga tambe. Pesey mayoria di sindicatonan independiente ta evita e conflicto posibel cu afiliacion internacional por trece pa nan. Cu mas frecuencia un sindicato cu afiliacion internacional ta "encarga su mes" di un sindicato independiente, manera OCAW a "encarga su mes" na Baytown anja 1959.

Si acaso cualquier di e tiponan di afiliacion di un sindicato ta tuma lugar, probablemente ta pa un di e motibonan cu ta sigi aki bao: (a) Existencia di un problema cual e lidernan di e sindicato independiente no por a solucionar, y cual e miembranan ta kere cu lo keda resolvé pa medio di afiliacion internacional. (Den e conexion aki un articulo recien cu a parce den "Labor Trends" ta interesante:—)

"Den henter nos pais miembranan di sindicatonan ta seriamente preocupá door di problemanan, y pa e incapacidad di lidernan di nan sindicatonan pa haci algu cu ta solucionan nan. Esaki ta un di e causanan cu miembranan di sindicato ta desconfía di e dirigentenan di nan sindicato — un desconfianza cu ta sigi move di un nivel local te na un nivel internacional.

"Frutanan di e actitud aki ta hechando di tur banda den tur e sindicatonan. Eleccion di dirigentenan local pa gran parti ya ta completá pa e anja aki. E resultado general tabata un ola di derrota pa esnan cu tabata ocupada den e sindicato. Na gran cantidad cara nobo a dreanta den e sindicatonan. Esaki ta trece dificultad ora nan sinta na mesa cu e donjonan di compania. Pasobra e dirigentenan a priminti e miembranan di nan sindicato movementu, accion y resultadonan.

"Pesey nos por bien spera un futuro masha scur den asunto di obreronan. Nos por verwacht realmente demandanan mas fuerte pa seguridad di e obrero y di su trabao, cual demandanan ta worde presenta pa agentenan cu ta loco pa haci pikete ora nan sinta na mesa pa di promer vez cu e donjonan di compania."

(b) Acceso na medionan financiero y tecnico cu e sindicatonan internacional tin, y cual acceso nos mester admiti ta hopi mas grandi mes cu e sindicatonan independiente tin. Na Merca e sindicato di transportacion ta usa e punto aki como un di su atraccionan mas grandi pa gruponan independiente, esta e sindicato di transportacion tin un "fondo di gera" di cual nan por paga gastunan di welga di un di e sindicatonan cu ta afiliia cu nan.

(c) E interes cu lidernan di sindicatonan tin ta e oportunidad cu afiliacion internacional ta duna nan di por baha, participa na reunionan cu otro sindicatonan, y pa nan hanja adelanto y reconocimientu pa nan persona den e movimiento sindical internacional.

(d) Ora gerencia di compania fracasa, pa medio di cooperacion voluntario cu e sindicato independiente, di duna na e sindicato e posicion cu e deseja ora nan ta trata huntu riba asuntonan cu ta concerna interes di tur dos. Un sindicato y su dirigentenan cu ta opina cu nan ta tratando cu un compania cu ta sintié rey y kier manda so of cu no ta cooperar, lo bai busca afiliacion internacional y di e manera ey nan por forza gerencia di compania di cooperar usando poder di e sindicato grandi.

(e) Ora miembranan ta malecontentu cu e manera cu dirigentenan di sindicato ta cumpli cu nan deber como tal, ora e dirigentenan no ta basta activo den interesnan di e miembranan, of ora e dirigentenan aparentemente ta preocupa solamente cu nan mes posicion of cu nan propio interes so. Ora e cosnan aki tuma lugar, anto ta probable cu un grupo di dirigentenan ta lamta y ta priminti cambionan; y un di e cambionan mas combeniente ta di independencia pa afiliacion internacional. E sindicatonan internacional semper ta vigila bon pa nan hanja un situacion manera ta bisá aki riba.

P — Un sindicato por kibra cu afiliacion internacional si e deseja?

C — Aparentemente e por, aunque lo no ta asina facil. Cu mas frecuencia e trahadornan simplemente ta decidi di forma un sindicato independiente nobo pa representa nan. Esey a tuma lugar na Baytown e anja aki. E sindicatonan internacional ta trata di evita e situacion aki na tur costo, pasobra esey lo causa danjo na nan prestigio como tambe e ta trece perdida di miembro y entrada. Den cierto caso nan na Estados Unidos, particularmente den e industrialianan di carbon y di staal, ora nan a nenga di afilia of a trata di kibra cu e sindicato internacional, resultado tabata cu nan a maltrata e miembranan mes, nan famianan y a destrui nan propiedad di e miembranan cu tabata na fabor di un sindicato independiente.

P — Di unda e sindicatonan internacional ta hanja nan placa?

C — Di e contribucionnan cu miembranan ta paga na e sindicato, y di e suman cu e sindicato ta pone e miembranan paga né. Por ehempel na un reciente convencion di OCAW e delegadonan a decidi di subi e contribucion cu cada miembranan mester paga tur luna na e sindicato di \$2. — te na \$2.55, esta pa cada miembro paga e suma mas halatu. OCAW na su turno mester paga un cierto suma na AFL-CIO pa cada un di su miembranan. Un investigacion haci na cuminzamentu di e anja aki a proba cu na nuebe refinerianan den becindario di Houston, estado Texas na Merca, e promedio cu cada miembro mester paga tur luna na OCAW ta \$7.50. E suma aki ta fuera di e suman cu

(Continua na pagina 7)

Empleado di Humble Ta Haya \$15,000 Como Premio, Mas Halto di CYI

Un check di \$15,000 recientemente presentá na un empleado di Refineria di Bayway (New Jersey) tabata e premio di mas grandi di Coin-Your-Idea den historia di Humble Oil & Refining Company. E empleado, cu ta un técnico di laboratorio, a sugerí un cambio den procedimiento di fabricación cu ta involvi eliminación di un disolvente caro cu antes tabata agregá y cu tabata requiri un paso especial de producción pa sakéle atrobe.

E idea a resulta den un proceso mas barata pa traha azetanan lubricante nobo pa motor di truck y tren. E idea ta cubri tambe door un paciente di Estados Unidos.

E premio iniciativo di mas grandi cu a worde pagá den programa di Coin-Your-Idea di Lago ta Fls. 5,000 cu C. F. Bond di Departamento Mecánico a recibí na 1953. E límite di e premio inicial di plan di Lago ta Fls. 25,000.

Tabatin dos premio grandi anja pasá. Un premio di Fls. 1,890, e segundo den rango mas halto den historia di compañía, y a worde ganá door Peter Storey di Departamento Mecánico na October. Na principio di anja pasá, na Maart, D. W. Marques di Process-Light Oils Finishing a gana Fls. 1,825 pa un idea acceptá.

Sr. Storey y Sr. Marques tur dos a gana placa adicional den Premion Capital. Premio Capital di 1962 tabata Fls. 1,795 cu a worde pagá na Sr. Marques. Sr. Storey a haya e segundo Premio Capital pa 1963 cu tabata Fls. 1,360.

Compania Ta Anuncia un Curso di Economia Di Nov. 18 te Dec. 13

Dr. Warren C. Robinson professor suplente di ciencia económica na Universidad di Estado Pennsylvania, lo duna instrucción durante un curso di ciencia económica na Lago di 18 November te 13 December. E curso cu lo tuma ocho les lo trata di sistemanan di economía y tambe orden como e puntonan basico cu ta esencial. Tambe lo esplica cierto sistema manera nan ta aplica na diferente país.

Capitalismo contemporáneo na Estados Unidos ta un di e tópicos. Otro punto lo ta puro economía di un economía planeá den un país, siga pliación di experiencia di un economía planeá manera den e Union di Repúblican Soviet Socialista. Socialismo riba mercadonan di Polonia y Yugoslavia lo worde discutí tambe. E curso lo toca tambe e economía basico y estructura política di capitalismo totalitario manera e tabata durante e tercer imperio di Alemania.

Dos grupo lo worde formá pa e curso aki. Un grupo lo tuma instrucción dialuna y diarazon anochi cuminzando 18 di November. E segundo grupo lo reuni diamars y diahuebs anochi cuminzando 19 di November. anochi cuminzando 19 di November.

Interesadonan por hanja formulario pa nan inscribi na Training Division di Industrial Relations department. Tambe lo tin formulario pegá na bulletin board den General Office Building, Administration Building, Marine Office, Storehouse y Zone 1.

Promer cu su trabao cu universidad di estado Pennsylvania, Dr. Robinson a traha como economista pa e comisión encarga cu revista facilidadnan pa recreo den naturaleza, y un estudio di proyección económico di e Asociacion Nacional di Planeamiento na EE.UU. y e conferencia riba progreso económico.

E economista aki cu tin 35 anja di edad, tambe a traha como profesor suplente di ciencia económico na universidad George Washington.

Wright Elected Director Of Esso Chemical Company

J. F. Wright has been elected director and vice president, Europe, of Esso Chemical Company, Inc., recently formed international chemical affiliate of Standard Oil Company (New Jersey). Mr. Wright and his staff will establish headquarters in Brussels later this year.

INFORMACION DI AFILIACION

(Continua di pagina 6)

e sindicato ta pone su miembran paga ademas di e contribucion, pa fondo di welga of pa otro destino.

Gruponan manera por ehempel ICFTU ta worde mantené cu contribucionnan cu nan ta recibi di e sindicatonan grandi nacional. Pa duna un idea di e contribucionnan aki, poco dia pasa den prensa tabatin noticia cu AFL-CIO a rebaha su contribucion na ICFTU cu 40%, esta di \$1,275,000 te na \$765,000 pa anja.

Reconocimento

P — E CWA lo keda na vigor si IOWUA afilia?

C — Sigur. Maske IOWUA keda disolvé, anto toch Compañia lo keda bao di obligacion di cumpli cu e presente combenio te dia e expira. Articulo XI di e ordenanza federal di 12 mei 1958, cual ta goberna combenionan colectivo di trabao ta bisa: "Disolucion di un asociacion cual a haci un combenio colectivo di trabao no tin influencia riba e derechos y e obligacionnan cu ta resulta di tal combenio."

P — Lago lo sigi reconoce IOWUA como e unico agente cu por papa di Lago su trahadornan, si acaso e afilia?

C — Articulo 1 di e combenio colectivo di trabao ta obliga Lago di reconoce IOWUA como e unico agente cu por negosha tocante contrato na nombrer di e empleadonan cu ta cai bao di e combenio colectivo di trabao. Continuacion di reconocimiento di IOWUA como e unico agente di trahadornan despues cu e combenio colectivo expira, ta depende si IOWUA ta sigi representa mayoria di empleadonan di Lago cu ta cai bao di e contrato pa propositonan di representacion.

P — E reconocimiento di parti di Compañia di IOWUA su afiliacion ta depende di e cantidad di empleado cu a vota pa afiliacion?

C — E decision cu IOWUA lo afilia nos ta kere cu lo worde haci pa miembran di IOWUA segun e reglament di procedimiento estableci den constitucion y huishoudelijk reglement di e sindicato. E cantidad di empleadonan cu ta vota segun e procedimiento ey no tin influencia riba Compañia su obligacion bao di e combenio colectivo di trabao, di sigi reconoce IOWUA como e unico agente autorizá pa negosha na nombrer di nos empleadonan cu ta cai bao di e contrato, durante e tempu cu e combenio colectivo keda na vigor. Sinembargo, por ser asumi razoñablemente cu e posibilidad cu Compañia ta keda dispuesto pa reconoce IOWUA si acaso e sindicato afilia, ta depende di e caso si mayoria di nos empleadonan cu ta cai bao di e contrato ta deseja di keda representá pa un tal sindicato cu afiliacion internacional.

Referendum

P — Kilo ta e exigencia pa votacion riba afiliacion?

C — E huishoudelijk reglement di IOWUA originalmente proponé tabata bisa cu afiliacion solamente por tuma lugar si dos tercera parti di tur miembran vota na favor di afiliacion. Segun nos ta comprende, e huishoudelijk reglement a worde cambiá di tal manera, cu e question di afiliacion por worde decidi pa un simple mayoria di miembran di e sindicato cu vota na favor di afiliacion durante un reunion di referendum jama especialmente pa e propósito ey.

P — Refineria por sigi traha si acaso tin un welga?

C — Ta claro cu esey lo depende di tur sorte di circunstancianan, asina ta e contesta nos no sabi.

Jack Knight, president di OCAW, poco dia pasa a propone pa su sindicato y e compañianan cu e sindicato ta traha cuné trata di hanja un otro manera pa regla disputanan cu pa medio di welga. Sin duda esey ta resultado di e experiencia cu OCAW a hanja na 1962, cual a proba cu welganan no solamente ta masha costoso pa e miembran di e sindicato, pero en general nan no ta logra di stop trabao den un emprisa. Welganan cu OCAW a tene den refineria na 1962 ta asina:

Un refineria di Shell tabatin un welga cu a dura 354 dia, afectando 2200 empleado. E refineria a keda traha cu 100% di capacidad durante e welga.

Cincu refineria di Mobil tabatin welganan cu a dura di 15 dia te 205 dia. E refineria di mas chikito tabatin 160 persona den su empleo, e di mas grandi 470 persona. Mobil ta reporta cu trabao a continua "practicamente na completo capacidad" den cuater di e refinerianan.

Un refineria di compañia Cities Service cu 200 persona den su empleo a sufri welga di dos dia, y e sera.

Un refineria di Gulf Oil a sufri un welga di 72 dia, afectando 3800 empleado. E refineria a sigi traha na 60% di su capacidad.

Tur e welganan tabatin como motibo seguridad di tene bo trabao. OCAW ta admiti cu ni un di e welganan a soluciona e problema.

Relacionnan Cu IOWUA

P — Con leu Compañia ta yuda IOWUA cu placa?

C — Compañia no ta contribui na IOWUA ni ta yuda e sindicato cu placa, ni directamente ni indirectamente, tampoco Compañia no a haci esey den pasado. Ta unico favor cu compañia ta haci IOWUA ta di duna miembran di Directiva tempu liber cu retencion di sueldo pa nan atende asuntu di sindicato den ora di trabao.

Na Agosto 1961, como un gestio di cooperacion y bon boluntad, y considerando cu siendo un organizacion nobo IOWUA no tabatin basta placa den caha, Lago a ofrece e miembran di directiva di IOWUA tempu liber cu retencion di sueldo riba e base aki:

"Aunque opinion di Compañia ta cu pagamentu di tempu cu un empleado perde pa motibo cu e ta atende cu asuntonan di sindicato, cu ta otro cu combersacion cu directiva di Lago, mester ta pa cuenta di e sindicato mes, y no di compañia, Lago ta reconoce cu na e momento aki e cantidad di placa cu IOWUA tin den caha no ta permiti nan pagar e empleadonan pa tempu cu nan perde."

"Ta pesey, pa tempu di un anja cuminzando 3 di Agosto 1961, Lago ta dispuesto pa duna tempu liber (ora di trabao) na e presidente y na e secretario-general, mientras nan ta retene nan sueldo full di Lago."

"Ta opinion di Compañia cu di e manera aki Lago por haci un contribucion efectivo y razonable pa IOWUA haci un cuminzamiento cu organiza su mes y funciona cu eficacia."

"Otro miembran di directiva di IOWUA lo ta liber di nan trabao regular, mientras nan ta recibi pago full, cada dialuna si nan mester



EMPLOYEE GROUPS honored four who retired recently. In the top photograph, levity lightened the moment after a service certificate had been presented to A. Yarzagary of Mechanical-Transportation. E. Hernandez presented a check to N. Koch on behalf of the employees of Mechanical-Machinist. A wall clock and cups were presented to retiring P. J. Geerman of Mechanical-Yard by F. Leerdam. The bottom presentation pictures C. F. L. Ponson of Mechanical-Yard, who received a gift from his fellow workers which was presented by I. Ras.

traha e dia ey, pa duna nan oportunidad di trata cu gerencia di Lago y atende tal otro asuntu cu IOWUA ta deseja di atende riba e dia ey."

E tempu ey directiva di IOWUA a acepta compañia su oferta. Na decembre 1961 gerencia di Lago a decidi di duna e mes privilegian di tempu liber y toch cu sueldo full, durante e henter curso di e combenio colectivo firmá den e tempu ey. (E miembran di directiva di IOWUA cu a keda eligi durante e elección di 15 Agosto 1963, ta recibí tempu liber y cu pago full riba exactamente e mes base, y nan por haci esey pa duracion di e combenio colectivo).

P — Ta Lago a paga gastunans di biahe di Ritfeld pa Merca?

C — Ni un cen Lago a paga. Tur loke Lago tabatin di haber cu e biahe aki — y esey ta unico cos cu Ritfeld a pidi Lago — ta di duné 10 siman di vacacion cu e tabatin derecho di hanja na Mei 1963, como tambe 4 siman di tempu liber pero sin sueldo, lo cual por worde haci bao di articulo XVI, sección 9 di e combenio colectivo. Pasobra Ritfeld a prefera di tuma su vacacion pa cubri su ausencia, esey a haci posibel pa un otro miembran di directiva di IOWUA hanja tempu liber for di trabao pero cu sueldo full pa e por obra como presidente interino.

Kerstboom Ultimo Dia Pa Pidi Ta Oct. 31

Comisariato ta acepta pedido di empleado pa kerstboom di dia 1 te 31 di October. Como kerstboom no ta un articulo regular den stock di comisariato, costo di e kerstboom lo worde kitá for di pago di esnan cu firma pa un.

Empleadonan cu ta deseja di haci pedido pa nan kerstboom, mester firma un formulario pa kita prijs di e kerstboom for di nan sueldo. E formulario lo ta disponibel na comisariato di Lago te 31 di october inclusive. Firmando e formulario, e empleado ta compromete su mes di acepta e kerstboom na e prijs cu worde poné pe.

Humble Employee Receives \$15,000 Coin-Your-Idea Award, Company's Highest

A \$15,000 check presented recently to a Bayway (New Jersey) Refinery employee was the greatest Coin-Your-Idea award in the history of Humble Oil and Refining Company. The employee, who is a laboratory technician, suggested a change in manufacturing procedure which involved the elimination of an expensive solvent which previously had been added and which required a special production step to recover.

The CYI has resulted in a cheaper process for making new truck and railroad engine lubricating oils. The idea is also covered by a United States patent.

The highest initial award paid by Lago's Coin-Your-Idea program is Fls. 5000 which C. F. Bond of the Mechanical Department received in 1953. The initial award limit in Lago's suggestion plan is Fls. 25,000.

There were two large awards last year. A Fls. 1890 award, the second highest in the company's history, was earned by Peter Storey of the Mechanical Department in October. Earlier last year, in March, D. W. Marques of Process-Light Oils Finishing earned Fls. 1825 for an accepted suggestion.

Both Mr. Storey and Mr. Marques earned additional money in Capital Awards. Top Capital Award for 1962 was Fls. 1795 which was awarded to Mr. Marques. Mr. Storey took down the second highest 1962 Capital Award of Fls. 1360.

Mechanical Department Machinist

C. Geerman	Fls. 45
W. C. Hopmans	Fls. 25

Storehouse

E. Richardson	Fls. 45
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Process Department C&LE

T. McDavid	Fls. 70
Proc.-C&LE. Coat inside of LEAR debut feed pumps bearing brackets with humble weld or epoxy.	

LOF

A. Tackling Fls. 250 (supplemental)

Proc.-LOF. Make a tie-in from the old ND flash blending line to the 10" gas oil transfer north of tank No. 24. V. L. O. van Windt Fls. 35

Rec. & Ship.

R. O. Thiel	Fls. 75
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Proc.-Rec. & Ship. 16" black snow-pile line to be connected into 20" loop line at black oil pumphouse.

M. F. Pantophlet	Fls. 45
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W. Engelbrecht	Fls. 40
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SERVICE AWARDS

20-Year Buttons

Rey M. Croes Ind. Relations

Edward M. Marteny Tech.-Engineering

Andres Croes Storehouse-Commissionary

Johan Nogera Mech.-Instrument

Miguel D. L. S. de Palm Mech.-Yard

Carl A. Granger Mech.-Yard

Calisto S. Gonzalez Mech. Storehouse

William T. Duzon Mech.-Administration

10-Year Buttons

Luis Leañez Metal Trades

Dominico A. Henriquez Machinist

Fabiano H. B. Croes Electrical

Sylvan Paul Garage

Luis H. Arends Electrical

Juan C. Semelcer Electrical

Robert J. van Balen Paint

Hyacinthe F. Kock Paint

Mario Kelly Yard

Willibrordus Werleman Mason

Pedro N. Gomez Yard

Pedro Dirksz Paint

Cornelis Yarzagaray Accounting



PROCESS MANAGER G. L. MacNutt congratulates Technical Department employee D. De S. Britten, who was one of twelve employees to complete the Conference Leading Institute Sept. 21. Training Division head L. D. Dittle assists.

PROCESS MANAGER G. L. MacNutt ta felicitá D. De S. Britten, un empleado di Technical Department, cu ta un di e diezdos empleadonan cu a completa e Instituto pa Presidí Conferencia dia 21 di September. L. D. Dittle, hefe di training division ta presta asistencia.

Gerencia di Lago Ta Repiti na IOWUA su Interes den Negociacion

Den un combersacion cu miembros di directiva di IOWUA dia 28 di September, representantenan di gerencia di Lago, esta B. C. Clarkson y J. E. Hughey, a bisa cu masha firmeza cu compania ta concuri cu e interes di e sindicato pa cuminza tempran cu negociacion di un combenio colectivo di trabao.

E reunion a worde jamá como resultado di un intercambio di cartanan siman pasá. Sindicato IOWUA a avisa compania dia 23 di September cu e ta duna aviso di terminacion di e combenio colectivo di trabao efectivo 2 di December. A la vez nan a propone pa cuminza negociacion tocante un combenio colectivo di trabao nubo.

Compania a duna su contesta 25 di September. E carta a bisa cu ya cu no a worde estableci legalmente ainda cu e directiva eligi dia 26 di Agosto en completo autoridad legal pa haci combenio cu compania, consecuencia ta cu e directiva aki kizas no tin e autoridad pa termina e combenio actualmente na vigor. Ora cu e validez legal di e directiva nobo a worde determina pa cualquier manera, sin embargo, anto compania lo reconoce e hecho cu e combenio colectivo di trabao actual lo caba dia 2 di December.

E punto saliente di e reunion teni 28 di September cu Presidente F. L. Maduro, Secretario General C. Yarzagaray y Tesorero P. G. Brook, tabata un combersacion riba varios medio pa cual compania tabata spera di por asisti e directiva nobo clarifica su posicion y pura cuminzamiento di negociacionnan. Un investigacion hacia mas despues a proba, sin embargo, cu no tin ningun substituto posible pa e caso dilanti huez ariba cu un decision ta sperá dia 7 di Octubre.

Mientrastanto compania ta spera cu negociacion tocante un combenio colectivo di trabao lo por cuminza lo mas pronto posibel. Lago ta reconoce IOWUA como e unico agencia cu por negocia pa empleadonan. Compania ta reconoce tambe cu un gran numero di miembran a vota den e eleccion pa cual e actual directiva a sali eligi. Pero e hechonan aki no ta cambia e pregunta legal di e posicion di e directiva, y compania ta kere cu e no por actualmente firma un combenio colectivo di trabao te ora a worde estableci cu e directiva presente tin e autoridad di firma pa IOWUA.

Den un esfuerzo pa yuda resolve e situacion, miembran di directiva di compania a bisa dirigentenan di e sindicato durante un di dos reunion dia 1 di October, cu si decision di Corte di Husticia duná 7 di October ta na favor di IOWUA, anto negociacion por cuminza mes ora maske e contrapartida apela na Hof. Negociacionnan por sigi den speranza cu e pregunta legal lo keda resvoli na tempu pa haci posibel firmamento di un combenio colectivo di trabao dia 2 di December.

Tanker Tows Disabled Fishing Craft with Crew Of Seven to Oranjestad

The fishing boat, Santa Maria, one of the fleet of fishing boats engaged by Industria de Pesca, left its Cumana, Venezuela, home port Sept. 13 on a routine fishing assignment. Two days later and miles off the South American coast, the Santa Maria's motor stopped. The boat was without power, without sail.

Repairs could not be made, and the forty-foot fishing boat and its seven crew members began drifting. Unable to send messages, the fishermen faced a long wait until another ship happened upon them. The wait was three days and three nights long.

The British flagship, Caltex Delhi, came upon the drifting boat about 100 miles east of Aruba. The tanker was proceeding in ballast from Liverpool, England, to Aruba for a cargo of motor gas for West Coast United States delivery. The Caltex Delhi notified Lago Marine Department that it had the fishing boat in tow, and would take it and its passengers to Oranjestad Harbor. Early evening, Sept. 19, the seven men, showing little if any sign of their misadventure, were safely and comfortably berthed in Oranjestad, with a large and willing assist from a member of the petroleum industry.

Siete Homber Ta Drief Tres Dia Riba Lamar

E bote di pesca, Santa Maria, cu ta pertenece na un flota di bote di pesca cu ta traha pa Industria de Pesca, a sali for di Cumana, Venezuela, e haf caminda e ta pertenece, pa bai pesca 13 di september manera ta su costumber. Dos dia despues, hopi mia for di costa di Sur America, motor di Santa Maria a danja. E bote tabata sin forza di motor, sin bela.

Nan no por a drecha e motor. Y awor e bote di cuarenta pia largu cu su tripulacion di siete homber a cuminza drief bai. Como nan no por a manda mensahe, e piscadornan no tabatin otro cos cu di spera te ora un otro barcu pasa y mira nan. A resulta cu nan mester a spera tres dia y tres anochi largu.

Un barcu bao bandera Ingles, Caltex Delhi, casualmente a pasa caminda e bote tabata drief, mas o menos 100 mia oost di Aruba. E tanquero tabata nabega cu laster for di Liverpool, Inglaterra, y su destino tabata Aruba. Aki e mster a tu ma un carga di gasoline pa motor destina pa costa West di Estados Unidos. Caltex Delhi a informa Marine Department di Lago cu e tabata tow un bote di pesca, y lo e hiba e bote cu su tripulacion te den haf di Oranjestad. Tempran atardi di 19 september e siete hombernan tabata confortablemente tracá den haf di Oranjestad. Apenas hende por a mira na nan cara e mal ora cu nan a pasa aden. Nan a worde salba pa medio di ayudo di un miembro di e familia petroliera.

Island Influence on Rainfall Subject Of Barbados Study by Esso Research

Dr. James F. Black of Esso Research and Engineering Co. told an international meteorological meeting about a technique for making rain by coating coastal areas with thin layers of asphalt. The asphalt boosts the soil temperature and the soil, in turn, heats the air above the coating. The hot air rises, bringing in moist air from the sea and lifting it into the sky to be condensed into clouds and rain.

Studies so far indicate, he reported, that in various regions such as the Mediterranean coastline or tropical islands, rainfall might be significantly increased at a cost of only a few cents per thousand gallons of water.

No actual tests have been conducted as yet but a meteorological and geographical search is under way for a remote area where an asphalt coating large enough — several square miles — can be applied to provide a sizable demonstration.

Dr. Black also announced that Esso Research would participate with Florida State University and other organizations in a study of atmospheric conditions in the Barbados, British West Indies, area. No asphalt coatings will be put down there. Instead, the objective is to obtain new data on how islands, which act as heat sources for the surrounding seas, influence rainfall.

Portable Mast

The company is helping defray the cost of stationing an oceanographic ship upwind of Barbados. The vessel, owned by the Woods Hole (Massachusetts) Oceanographic Institution, will be used mainly for the launching of instrumented balloons to record scientific information about the clouds and breezes as they approach the island.

On the island itself, the scientists plan to obtain data on ground level conditions, principally with the use of a 100-foot instrumented mast. The portable mast is being designed and tested now at the Esso Research Center. An airplane will also be used to collect weather data over Barbados.

Dr. Black's report was presented before the Third Technical Conference on Hurricane and Tropical Meteorology sponsored by the American Meteorological Society, in cooperation with the Mexican Geophysical Union and American Geophysical Union. Dr. Black noted that the basic

concept of heating land surfaces to produce rain probably was centuries old. "Ancient Babylonians reportedly burned their fields after harvest time to provide a blackened area which would produce extra rainfall for the subsequent season," he observed. The problem has been, however, to develop durable, economical coatings.

Asphalt appears to be the answer, he concluded, because it develops a surface temperature as much as 20 degrees higher than other durable materials such as brick or concrete, and can be applied economically. But an important question was, "How much rainfall can an asphalt coating produce?" Dr. Black, in collaboration with Dr. Barry L. Tarmy of Esso Research, answered this by relating the rainfall which they would expect to the rainfall obtained over mountains. Along the Mediterranean coast of North Africa, for example, mountains only 2,000 feet high average 20 to 30 inches of rain yearly, compared with only three inches on nearby flat coastal zones.

By these calculations, it was estimated that 2 to 3 square acres of arable land could be produced in a desert region for each square acre of asphalt coating.

On the economics side, it was figured that the cost of the asphalt and application for a covering lasting five years could be as low as about three cents for every 1,000 gallons of water. This would be considerably lower than that for desalting sea water, pipeling fresh water from rivers or constructing watersheds.

The final estimates of costs and details of the technique will depend, Dr. Black indicated, upon the results of the Barbados studies and eventual large-scale demonstrations.

Schedule Of Paydays

Semi-Monthly Payroll

Sept. 16-30 Tuesday, Oct. 8

Monthly Payroll

Sept. 1-30 Wednesday, Oct. 9



THE FISHING boat Santa Maria, of Cumana, Venezuela, lost its power while on a fishing cruise, drifted three days and nights until it was picked up and towed to Oranjestad Harbor by the tanker Caltex Delhi.

E BOTO di pesca "Santa Maria" di Cumana, Venezuela, a sufri danjo na su motor mientras e tabata piscando. E boto a drief tres dia y tres anochi te ora cu e tanquero Caltex Delhi a hanje y a lastré te den haf di Oranjestad.